

MISD SCHOOL IMPROVEMENT PLAN 2011-2012

Cultural Responsiveness Goal: Through the use of cultural competencies and greater cultural awareness, sensitivity, and responsiveness the MIHS faculty will provide a personalized learning environment that prepares students for a cognitive, global and digital world.

Strategic Actions	Progress Indicators	Team or Project Leader	Timeline	Resources Required Human/ Fiscal
<p>Cultural Responsiveness: Continue the work begun in the 2010-11 school year of identifying aspects of cultural awareness, responsiveness, sensitivity, and communication in need of improvement.</p> <p>The BRIDGES planning team will develop lessons for students related to cultural awareness, sensitivity and celebration of diversity.</p>	Assessment and instructional practices will be culturally sensitive and responsive to support achievement of learning standards for all students.	Counseling Department Director BRIDGES Planning Team	06/13/12	N/A
<p>Professional Development: On the August pre-service day, Malia LaCour from the PSESD will provide a workshop titled “Developing Cultural Competencies” with implementation planning in September faculty meetings.</p>	Improved percentage of favorable responses on the questions related to cultural responsiveness, sensitivity and communication.	Administration Counseling Department	09/30/11	\$2,500 for PSESD contract and resources
<p>Teacher Evaluation: Teachers will demonstrate culturally responsive assessment, instruction and communication.</p>	There will be an increase in the number of components that change from “Basic: to “Proficient” and from “Proficient” to “Distinguished” on Self-Assessment Worksheets and Long Form Evaluations in Elements 1a, b, c, 2a, 3a, b, c, e, 4c, and f.	Director	On-going	N/A

Contextual Data:

- On the 2011 Educational Effectiveness Survey (EES), 21% of MIHS staff feel “we are provided with training to support a culturally responsive learning environment”
- 45% of staff feel “the curriculum we teach reflects the cultures of the communities we serve”
- 20% of staff feel “we have opportunities to learn effective teaching strategies for the cultures represented in our school”
- 21% of staff feel “we are provided training to support a culturally responsive learning environment”
- 33% of staff feel “we hold one another accountable for behavior that is culturally sensitive”
- 40% of staff feel “this school communicates effectively to families of all cultures”
- 32% of MIHS staff feel “this school has activities to celebrate the cultures of its community”
- 18% of MIHS staff feel that “this school reviews and addresses issues of cultural responsiveness”
- The 2010 MIHS Accreditation Site Team recommended that “MIHS students need more preparation to live and work in a society that is more diverse than Mercer Island.”