

Minority Student Achievement Task Force Report  
Implementation Plan  
2008-2009

The following report provides updated information regarding the completion status of the Minority Student Task Force initiatives.

**Recommendation:** Increase understanding of cultural and racial diversity throughout YCSD

Strategies

- Provide professional development, to include open and honest conversations, about race and culture to all YCSD staff
  - ✓ *Professional development will be done with administrators during summer 05. Administrators will facilitate conversations and professional development in schools during 05-06 school year.*

\*\*Committee to develop a training module on cultural and racial diversity for new administrators, instructional staff and office staff.

- Integrate diverse cultural programs within the instructional day
  - *Teachers will be brought together to identify ways to incorporate these into instruction.*

\*\*Put cultural events on division calendar for building staff awareness. Include a presence on SID for cultural events. Bldg liaisons can utilize. Also, Channel 47 resources to post video of events in schools.

\*\*Sponsor contest division-wide (art, essay, etc.) for cultural awareness.

\*\*Provide the schools with a set of cultural trivia questions they can use to generate interest. (Carol Edlow volunteered to lead). Use YCSD history as resource. Use video clips from YCSD history project.

\*\*Advocate for minority presence on curriculum writing committees to include a cultural diversity component in curriculum content.

\*\*Include Library media specialist as resource. Convey information to LMS about including cultural diversity and awareness in curriculum being developed.

\*\*Liaisons distribute literature at monthly faculty meetings providing guidance and materials for cultural awareness activities.

\*\*Art teachers as resource.

\*\*Create cultural resource list

\*\*Honoring and recognizing outstanding service in increasing cultural awareness to the community from teachers as well as students

**Recommendation:** Make programmatic decisions that ensure YCSP increases academic and social-emotional growth of minority students.

### Strategies

#### *Instructional programs*

- Continue to identify and analyze data related to minority student achievement
  - ✓ *Division and school staff will continue to analyze a variety of data.*
- Provide reading instruction at the secondary level
  - ✓ *The committee that assesses and formulates proposals for secondary reading programs will address this strategy.*
- Provide minority students with test-taking and study-skills instruction, to include a study of test "language"
  - *The Committee for Minority Affairs will develop a method for this to occur through Chrome or other similar activities.*
- Research and implement instructional programs
  - *Instructional staff will continue to research and implement appropriate instructional programs.*
- Develop and implement division-wide student recognition programs that include minority students
  - ✓ *The Committee for Minority Affairs will develop additional avenues for student recognition. One avenue may include annual dinner for students in Chrome or a similar activity.*

\*\*Develop programming to recognize minority students with high potential for enrichment and acceleration. Could be club, AVID, etc. Research programs that have achieved success. Liaisons could help support as part of their duties.

\*\*Long range plan to develop a formal, division wide program through a task force including liaisons

#### *Professional Development*

- Provide training on research-based strategies that increase minority student achievement
  - *Research-based Instructional strategies will be integrated into division and site-based professional development plans.*
- Address textbook bias with teachers and administrators through professional development and during textbook adoption
  - ✓ *Textbook adoption procedures will include several criteria related to possible textbook bias. Committee members will be trained to look for textbook bias. Bias checklist created and added to process.*

## *Counseling/ Advisement Programs*

- Develop and implement counseling programs that target minority students and address peer pressure, anger management, belonging, and goal setting
  - *This strategy will be incorporated into the YCSD guidance restructuring initiative.*
- Provide minority students with both personal and career mentors
  - *This strategy will be incorporated into the YCSD guidance restructuring initiative.*
- Ensure all guidance counselors provide minority students with academic and career advisement
  - ✓ *This strategy will be incorporated into the YCSD guidance restructuring initiatives. All students and parents are invited to individual conference to discuss academic plans and possible careers.*
- Create and implement instructional-level transition programs
  - ✓ *This strategy will be incorporated into the YCSD guidance restructuring initiative. Freshman Seminar, Clipper Camp, Parent Orientation, etcetera*

\*\*Hampton has weekend and summer program for Upward Bound program and provides free transportation for Lackey area. MS/HS. YCSD can participate in limited geographic areas.

<p><b>Recommendation:</b> Enhance recruitment for and access to accelerated programs for minority students</p>
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## *Strategies*

- Provide information about accelerated, programs and the prerequisites needed to enter them to rising sixth and ninth grade minority students and parents.
  - *This strategy will be incorporated into the YCSD guidance restructuring initiative. Information is provided, but video has not been created*

\*\*Possible creation of 10 minute video to house at each school to share with parents.

- Invite minority students enrolled in accelerated programs to classrooms to talk with students who are considering enrolling in the programs
  - *This strategy will be incorporated into the YCSD guidance restructuring initiative.*

\*\*Guidance notes that students who are encouraged to enroll in more challenging programs are often refused admission. Committee believes we need to address both ends of spectrum; division staff and parents.

\*\* Parental involvement is key to advocating for advancement. Creation of pamphlet or brochure or community forums to inform parents of rights. Parent contract for reading

and York River Academy are models.

- Continue research to find additional ways to enhance recruitment of minority students into accelerated programs
  - *Instructional staff will continue this research.*
  - *A subcommittee, chaired by a member of the Committee for Minority Affairs, will address the issue of early recruitment for the YCSD gifted program.*
- Provide funding so that more students can take the PSA T in 10<sup>th</sup> grade. The additional PSA T data can be used to place students in AP courses (Cost: approximately \$15,600 for all YCSD sophomores)
  - ✓ *This strategy will be incorporated into the YCSD guidance restructuring initiative.*
- Utilize College Board research to determine possible strategies to recruit additional minority students
  - ✓ *This strategy will be incorporated into the YCSD guidance restructuring initiative. Four directors of high school guidance have attended College Board Forum to learn strategies*
- Encourage minority graduates to meet with current YCSD students
  - *The Committee for Minority Affairs will discuss ways to accomplish this, to include the use of Chrome or other similar activities.*
- Provide opportunities for students to attend recruitment programs at colleges and universities
  - *The Committee for Minority Affairs will work with Chrome or other similar activities to provide such opportunities.*
  - ✓ *This strategy will also be incorporated into the YCSD guidance restructuring initiative.*

**Recommendation:** Increase parental and community involvement

### *Strategies*

- Publicize academic programs and information through a variety of venues: newsletters, the Web, Channel 47, athletics (both school and county), music events, during sports physicals, etc.
  - *The Committee for Minority Affairs YCSD Community and Public Relations Department will work together to implement this strategy.*

\*\*External link for CFMA giving parents information on the program and how they may become involved and provide support.

- Encourage YCSD staff to attend events that minority parents attend (ie. church, music events, athletics, carnivals, etc.)
  - *Committee for Minority Affairs YCSD Community and Public Relation Department will work together to implement this strategy.*

- Work with military community centers and community service liaisons
  - ✓ *Committee for Minority Affairs YCSD Community and Public Relations Department will work together to implement this strategy. 18 counselors have attended military transition training*
- Promote partnerships with different organizations and agencies to assist with early intervention programs
  - ✓ *The YCSD will continue its efforts to work cooperatively with the YEA and NAACP.*
- Ensure guidance counselors work directly with parents in academic and career planning
  - ✓ *This strategy will be incorporated into the YCSD guidance restructuring initiative. All parents/students are scheduled for individual career/academic planning conferences.*
- Hold minority achievement community workshop(s)
  - *The Committee for Minority Affairs will address this strategy. Consideration will be given to the creation of parent volunteers as // resource to help to disseminate information to parents and community members. Information nights for parents have been held by liaisons at various schools.*

**Recommendation:** Increase the representation and retention of minority staff within all employee groups in YCSD

### *Strategies*

#### *Recruiting*

- Recruit locally and regionally at historically black colleges and universities
  - ✓ *The YCSD Human Resources Department will continue to implement this strategy.*
- Work closely with minority student teachers
  - ✓ *The YCSD Human Resources Department will continue to implement this strategy.*
- Train administrators to recognize the need to hire minority office staff
  - *The YCSD Human Resources Department will continue to implement this strategy.*
- Utilize website to highlight diversity within YCSD
  - ✓ *The YCSD Human Resources Department will continue to implement this strategy.*

\*\* Committee recommends linking strategies to performance objectives to hold administrators accountable for results.

- Recruit teachers from military families who transfer into area (e.g.: welcome

packets, housing offices on base, real estate agents)

- *The YCSD Human Resources Department will continue to implement this strategy.*

\*\* YCSD website has increased resources for military families.

- Continue focus on teacher compensation package
  - ✓ *The YCSD Human Resources Department will continue to implement this strategy.*

### *Mentoring*

- Pair new minority teachers with minority mentors when possible
  - *The Staff Development and Student Achievement Department will integrate this strategy into the Mentor Teacher Program.*
- Increase minority teacher presence at New Teacher Orientation
  - *The Staff Development and Student Achievement Department will incorporate this strategy Into New Teacher Orientation.*

\*\* Increase presence of minority staff at the New teacher Orientation to mentor and liaison new minority teachers.

- Enhance sense of community between staff members in schools
  - ✓ *This strategy will be addressed through division and site-based professional development. August dinner to assist in making connections*

\*\*Increase minority presence at job fair in March.

\*\*Mentoring program for middle school students.

### FOCAL POINTS FOR 2008-2009

- Clear directions to school liaisons. Including specific tasks focusing on same theme. Define responsibilities for identifying students with high potential for advanced academics.
- Start at the top and get clear focus from administration on supporting the work of this committee.
- Increase percentage of minority students taking/passing advanced courses.
- Increasing graduation rate of minority students at high schools (middle school guidance attended conference on drop out)
- Developing and implementing communication plan