Lower Merion High School Cultural Proficiency/Socio-Cultural Identity Action Plan & Updates

Goals:

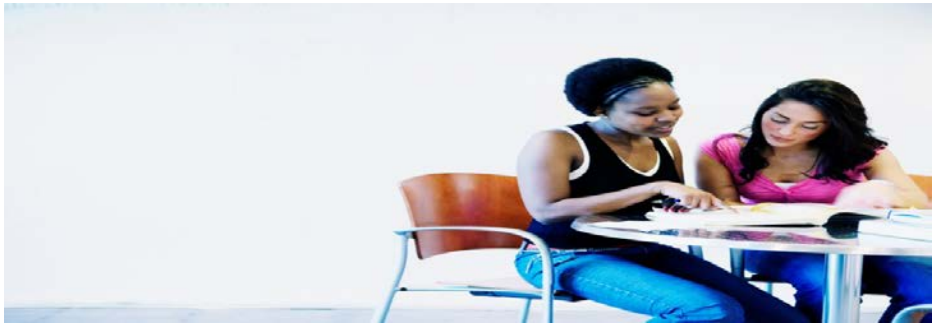
- **All LMHS Faculty and Staff will achieve cultural competence and continually strive for cultural proficiency in their daily practice as defined and measured by the cultural proficiency continuum, guiding principles and essential elements (Professional Development)**

- **To Increase Student Achievement, Access and Equity (Becton Scholars & PLCs)**

- **To enhance Family Involvement through the Parent Advisory Panel & HSA (Parent Groups)**

Accomplishments (PD Work):

- Teachers read "The Culturally Proficient & Racially Sensitive Classroom" and based on the Seven Characteristics of Culturally Proficient Teaching were asked to create activities to get to know their students: Example: "I Am" poem, "likes/dislikes" questionnaire, learning style inventory
- The 9th Grade PLC Team created a "Transition Story Binder" that was shared with10th Grade PLCs
- Faculty Council (LMHS School Leadership Team) read Lisa Delpit's book, "Multiplication is For White People Raising Expectations For Other People's Children" – Had discussions based on what they learned from the book and how it relates to the work we are doing as a school and District
- Collaborating and working with Dr. Barbra Moore-Williams.
  - ❑ Dr. BMW is working with the Becton Scholars Administrative Team and the Student Leadership
  - ❑ Dr. BMW has completed 2 of 4 scheduled sessions with each 9th and 10th Grade PLC Team. The work has centered around Cultural Proficiency: A Journey Worth Taking in an Increasingly Diverse World". Teachers have been incorporating the cultural proficient instructional strategies as demonstrated by Dr. BMW – this has been their focus for instructional rounds



Accomplishments (PD Work):

- LMHS Cultural Proficiency/Socio-Cultural Identity 7 Hour PRP with Principal and Dr. Jeanne Stanley - This group consists of 28 LMHS teachers and administrators. It meets once a month to discuss various topics related to socio-cultural identity. The group reads and discusses topics such as beliefs and values, learning styles, stereotypes, the achievement gap, socio-cultural identity, and creating a learning environment that supports all learners while developing a classroom community. We will also focus our discussions on micro-aggressions, resiliency, inclusion/exclusion, race, culture, gender, social class, sexual orientation and institutional racism

Student Achievement Access and Equity (Becton Scholars)

- Becton Scholars Student Seminar Program. The Seminar Program (by grade level) occurs during the school day in place of a Study Hall/“Free”. The seminar goals and objectives are:
  - ❑ To enhance the overall community for African American and Latino students through providing an enhancement of academic and social/networking/skills
  - ❑ Generate opportunities for students to participate actively in service-learning & social activism experiences to develop civic/leadership skills, build higher order academic skills, and strengthen relationships
  - ❑ Increase the number of African American and Latino students successfully completing and retaining advanced courses throughout their high school career
  - ❑ To provide and ensure access to a viable instructional experience that better prepares students for college, career and to become productive and contributing citizens
  - ❑ To provide specific college counseling in grades 10-12 from members of the Student Services Team
- Becton Scholars Leadership Team. Created a Student Leadership Team that includes students grades 9 - 12 from the Becton Scholars Program. This student team meets with administration and Dr. BMW to discuss the program, curriculum, service opportunities, and mentorships. They also were involved with the planning and implementation of the Moment of Integration
- Becton Scholars Students instituted an after school Tutoring Program with Huey Elementary School in Philadelphia

Family Involvement (Parent Advisory Panel)

- LMHS Parent Advisory Panel – The Parent Advisory Panel is a critical component to both Lower Merion High School and to our Becton Scholars Program. The Panel has been revitalized and now includes approximately 20 parents. Monthly meetings have been re-structured and are primarily discussion/issue based. Topics have included the development of a District wide SAT Prep course, credit for the Seminar component of the Becton Scholars Program, the college process and SAT preparation. Additionally, this was the first parent group to pilot the on-line course registration process.
- To implement a greater community outreach initiative the Becton Scholars parents are reaching out to parents at the elementary and middle school levels' as well as the HH Power Parent Advisory.

BHM at LM

- Daily Announcements by Students
- Student Made Presentations on TV's looped
- Displays - 28 days of African American leaders for the kiosk in the Aces Atrium, Display Cases in the Hall ways, and a completed calendar outside the Student Services Office of important historical contributions made be famous African Americans
- Lower Merion High School was honored with a visit from Philadanco, a historically black institution geared towards the development of professional African American dancers. Across the nation and around the world, PHILADANCO is celebrated for its innovation, creativity and preservation of predominantly African-American traditions in dance. Since being founded by Ms. Joan Brown in 1970, the Philadelphia dance company also known, as Philadanco has been a symbol of the rich culture that exists around us. It has a legacy of breaking barriers and building bridges across cultural divides, consistently performing for audiences representing an amalgamation of people from diverse communities. PHILADANCO is recognized for its artistic integrity, superbly trained dancers and electrifying performances
- Each Content area Department will incorporate black history into their lessons

As we continue to develop on the cultural proficiency and socio-cultural identity continuums, we hope to establish an educational community that is lead by reflective professionals with a commitment to improve in all areas. This will include the improvement of culturally-relevant instructional practices and a culturally relevant curriculum that is accessible to all learners

Theme for 2013-14

Team work is the fuel that allows ordinary people to attain extraordinary results!

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