

**ACADEMIE LAFAYETTE
STRATEGIC PLAN 2018 - 2022**

EDUCATING DIVERSE LEARNERS

VISION STATEMENT

Where Kansas City children grow up to be academically excellent, globally responsible and active participants in the world community.

MISSION STATEMENT

To educate the children of Kansas City to become globally minded, locally active critical thinkers through immersion in world languages and cultures

OUR VALUES

- ❑ **Excellence** - We value high expectations, rigorous academics and hard work. Our relentless pursuit to both challenge and nurture each student results in students who reach their full potential inherently.
- ❑ **Character** –Our committed teachers and community of families complement one another to lead by example reinforcing and teaching our students the value of integrity, honesty, and respect for others.
- ❑ **Diversity** – We recognize, celebrate, welcome and embrace our differences and work to attract and retain all into our school community. As global citizens, we are committed to exploring and leveraging what makes us unique including a global mindset, intercultural curiosity and multilingual capabilities.
- ❑ **Accountability** – We demand responsibility for results and will openly share our practices, outcomes and decision making to achieve these results.

DIVERSITY AND INCLUSION STATEMENT

Académie Lafayette is committed to the success of its students and continues to work to create an intentionally diverse and equitable community to reflect the demographics of the community in which we serve. We embrace the differences in race, ethnicity, socioeconomic status, culture, gender identity/expression, and sexual orientation in all of our staff, scholars, and families in the following ways:

- ❑ Promoting equity in every classroom every day to ensure each student has what they need to reach their full potential.
- ❑ Actively engaging in courageous conversations about the value of people's differences
- ❑ Empowering all parties to engage in open and honest dialogue with an active voice
- ❑ Working diligently to reflect the demographics of the community in which we serve
- ❑ In doing so, we aspire to raise children who will build a diverse and inclusive world and be a source of inspiration in our society.

GOAL 1 - Académie Lafayette student body will reflect the demographics of Kansas City School District boundary population:

Objective 1.1:

Increase the number of under-represented minority students to reflect the demographic of KCPS boundary population by 2022

Key Action 1: Increase the number of minority kindergarten applicants to at least _55_ % by targeting zip codes East of Troost

Key Action 2: Outreach efforts to underrepresented minority community in Kansas City

Key Action 3: Develop a PR strategy to improve the perception of Académie Lafayette in minority communities

Objective 1.2: Increase the number of low income students to from 22% to 30% in K-2 by 2022

Key Action 1: Target low SES preschool programs to offer French classes

Key Action 2: Engage a relatable spokesperson who can connect with low SES families.

Key Action 3: Recruit parent and alumni volunteers to help spread a positive word about AL.

Objective 1.3:

The retention rate for low SES and minority students will be the same as white students by 2022.

Key Action 1: Build a respectful, supportive and trustworthy relationship with minority families

Key Action 2: Provide adequate supportive services to low income families

Key Action 3: Offer subsidized after school programs and activities to low income students.

GOAL 2 -Academie Lafayette will foster a school culture that is caring, inclusive and equitable.

Objective 2.1: Implement Data Collection that is actionable for continuous school improvement

Objective 2.2: Encourage minority engagement in school life and student learning.

Key Action 1: Improve the exit interview process with graduates, pre-graduates and teachers to gain critical information.

Key Action 2: Conduct annual confidential survey of students, staff and parents to gain feedback about their experience at AL.

Key Action 3: Create action plans with data gathered from exit interviews and annual surveys.

Key Action 4: Work with various sources identify data/survey tools/strategies

Key Action 1: Host school events that are open to the AL community to celebrate the diversity of the AL student body and staff. Create celebrations, events and activities that embrace the various holidays, cultures, races and religions – set calendar and invite all families

Key Action 2: Build into parent handbook expectation of engagement for all

Key Action 3: Establish a mentor family program for all incoming families and for all new teachers

Key Action 4: Offer free or subsidized babysitting and rides/bus options for all after school events

Key Action 5: Invite minority community leaders to tour the school and to key school events

Key Action 6: Add social events (to complement EIP) that are affordable to all

Key Action 7: Adopt a diversity statement.

GOAL 2 -Academie Lafayette will foster a school culture that is caring, inclusive and equitable.

Objective 2.3:

Offer culturally relevant curriculum to both students and teachers

Key Action 1: Provide teachers the tools and resources to offer culturally relevant discussions

Key Action 2: Increase focus on trauma informed education through conducting ongoing training, development and assessment for all staff and administrators.

Key Action 3: Add to the curriculum specific culturally relevant lessons. Broaden scope to include all elements of our diversity commitment (race, religion, gender, etc.)

Key Action 4: Add annual award for a student and a teacher/admin who have shown the most in terms of diversity/inclusion commitment; done through teacher, admin, family and student nominations

Key Action 5: Ensure all teachers go through cultural sensitivity training for non US born and US born

Objective 2.4:

Build strong partnership with all AL parents/families.

Key Action 1: Work to ensure appropriate expectations about the learning process at AL are set and reinforced for all incoming and enrolled parents.

Key Action 2: Develop and implement methods for ensuring teachers, administrators and AL volunteer leadership (boards, committees) are engaged in building partnerships with AL families

Key Action 3: Develop a more effective, confidential way for parents to express their concerns.

Goal 3: Achievement
Every student at Academie Lafayette will be
successfully educated.

Objective 3.1: At least 80% of all students will be proficient or advanced in ELA, French, Math and Science.

Objective 3.2: 75% of AL 8th grade students will take and pass Algebra 1 and English 1 by 2022

Objective 3.3: Support students in developing soft skills/21st century skills.

Key Action 1: Provide differentiated instruction in all classrooms, including 1on1 teaching as appropriate.

Key Action 2: Benchmark French Proficiency Testing, especially by 3rd grade

Key Action 3: Improve new teacher orientation to include training on how to identify struggling students.

Key Action 4: Conduct learning style evaluation of all students. Investigate the use of AVID

Key Action 5: Readjust the K - 8 math program to adequately prepare students for End of Course.

Key Action 6: Support minority and economically disadvantaged students in advanced classes.

Key Action 7: Add afterschool programming to support students in need of additional academic support or interested in advancing their knowledge/skills in a particular area, e.g. Math Club, Computer Club, etc..

Key Action 1: Support students with Socio Emotional learning, research and study skills

Key Action 2: Develop and utilize effective media center with support staff to facilitate this type of learning

Goal 3: Achievement
Every student at Academie Lafayette will be successfully educated.

Objective 3.4:

Integrated an effective use of technology to enhance student learning.

Key Action 1: Expand/improve use technology in all AL classrooms.

Key Action 2: Develop a process for teachers to annually survey classroom students about their access to technology (computer/wifi at home? At the library? Only at school?)

Key Action 3: Determine how AL can best support students with limited access to technology.

Key Action 4: Develop library media center for IB/MYP with a technology literacy specialist who can also work with staff

Objective 3.5: Ensure that every special Ed students is provided with effective services.

Key Action 1: Develop and implement a consistent process to identify students who need special services by the end of second grade

Key Action 2: Redevelop/Grow special ed offerings

Key Action 3: Establish a calendar and process to ensure IEPs are reviewed during the school year to track progress and identify areas of need for additional support.

Objective 3.6:

Close the minority/LSES achievement gap.

Key Action 1: Adopt and implement a trauma informed support process

Key Action 2: Recruit diverse community volunteers to support struggling learners.

GOAL 4 - Academie Lafayette will recruit, support and retain highly effective educators to address the needs of diverse learners.

Objective 4.1:

Academie Lafayette will recruit highly effective educators

Key Action 1: Encourage recruitment of underrepresented minority especially African American and Hispanic teachers.

Key Action 2: Develop a teacher recruitment pipeline through relationships with colleges / universities and embassies.

Key Action 3: Add an HR staff member to the AL administrative staff to support recruitment and retention of teachers.

Objective 4.2: Every educator will be properly on boarded to the Academie Lafayette school culture

Key Action 1: Update the new educator mentoring guide with a focus on engaging American students and families

Key Action 2: Support new educators by helping them better understand the impact of race and poverty on education

Key Action 3: Develop clear expectations on teaching at Academie Lafayette

Objective 4.3:

AL will support the professional growth of all educators in the content areas and in supporting with diverse learners

Key Action 1: Design and implement a professional development program on diversity, inclusion and culturally responsive pedagogy,

Key Action 2: Provide training on US school culture for international teachers. Ensure recruitment of these teachers includes information on US school culture

Key Action 3: AL will develop and implement professional development on differentiation to adequately support all learners

GOAL 4 - Academie Lafayette will recruit, support and retain highly effective educators to address the needs of diverse learners.

Objective 4.1:

AL will foster a respectful, collaborative and innovating staff culture.

Key Action 1: Develop and implement a staff culture rubric

Key Action 2: promote a culture of mutual respect, trust and collegiality among AL staff through team building activities

Key Action 1: Encourage innovative instructional practices in the classroom

Objective 4.2:

AL will provide adequate instructional resources to all educators to effectively support all learners

Key Action 1: AL will provide every educator will relevant technology to improve student learning and experience

Key Action 2: AL will provide every educator with a personal budget to address their needs for instructional resources.

Key Action 3: ALL will develop a review process for technology and textbook acquisition.

Objective 4.3:

Develop a human resource data collection and analysis process to improve staff culture

Key Action 1: Regularly Collect staff culture data through survey, focus group or teacher representatives to adequately address legitime staff concerns

Key Action 3: Develop annual goals on staff culture based on the collected data for school improvement.