

Buffalo Hanover Montrose Schools
Three-Year Diversity Professional Development Plan
2009-2012

Year 1	2009-10	
Participants	Activity	Schedule and Details
Administrative Team	REACH http://www.reachctr.org/serv.htm Cultural Competency Training Gary Howard, trainer Vicki Cary, Diversity Coordinator	<ul style="list-style-type: none"> ✓ November/March afternoon and evening workshops
Teachers and Administrators	SEED http://www.wcwoonline.org/seed Don Metzler, trainer David Robinson, trainer	<ul style="list-style-type: none"> ✓ Monthly evening meetings October-April ✓ Teachers paid a stipend to participate ✓ Up to 40 teachers for Year 1
BHS & BCMS Teachers and Administrators	Closing the Gap Vicki Cary, Diversity Coordinator Kevyn Monier, NWSISD Natela Jordan, Univ. of Minnesota	<ul style="list-style-type: none"> ✓ Back-to-School workshop presentation ✓ Thursday In-Service follow-up
Elementary Teachers and Administrators	Cultural Awareness Culturally Responsive Classrooms Vicki Cary, Diversity Coordinator	<ul style="list-style-type: none"> ✓ Presentations to staff during meetings and workshop days
BHS & BCMS Teachers & Administrators	English Language Learners Information & Support Vicki Cary, Diversity Coordinator Shana Bregenzer-Brenny, ELD Lisa Jensen, ELD	<ul style="list-style-type: none"> ✓ Informational presentation to staff during workshop day
District Teachers	Professional Development workshops offered through WMEP, NWSISD, University of Minnesota, Hamline University, St. Paul Neighborhood House	<ul style="list-style-type: none"> ✓ Funds provided for outside workshops that offer cultural competency training to staff

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District Teachers and Staff	District Professional Development classes (after school) Vicki Cary, Diversity Coordinator	<ul style="list-style-type: none"> ✓ Reading discussion group ✓ Website resources
Year 2	2010-11	
Participants	Activity	Schedule and Details
Administrative Team	Cultural Competency Training Gary Howard, REACH	<ul style="list-style-type: none"> ✓ Admin Retreat, Aug. 17, 2010
All District Staff	Cultural Competency Training Gary Howard, REACH	<ul style="list-style-type: none"> ✓ Back-to-school Workshop, Sept. 1, 2010
Building Leadership Teams at each site	REACH http://www.reachctr.org/serv.htm Cultural Competency Training Gary Howard, trainer	<ul style="list-style-type: none"> ✓ Back-to-school Workshop, Sept. 1, 2010
Teachers and Administrators	SEED http://www.wcwonline.org/seed Don Metzler, trainer Diversity Coordinator, trainer Two additional trainers TBD	<ul style="list-style-type: none"> ✓ Monthly evening meetings October-April ✓ Teachers paid a stipend to participate ✓ Up to 80 teachers for Year 2
Elementary Teachers and Administrators	Cultural Awareness Culturally Responsive Classrooms Vicki Cary, Diversity Coordinator New Wilderness Project	<ul style="list-style-type: none"> ✓ Continued work with staff during meetings and workshop days
District Teachers	Professional Development workshops offered through WMEP, NWSISD, University of Minnesota, Hamline University, St. Paul Neighborhood House	<ul style="list-style-type: none"> ✓ Funds provided for outside workshops that offer cultural competency training to staff

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District Teachers and Staff	District Professional Development classes (after school) Vicki Cary, Diversity Coordinator	<ul style="list-style-type: none"> ✓ Reading discussion group ✓ 50 Literacy Strategies for Culturally Responsive Classrooms
Year 3	2011-12	
Participants	Activity	Schedule and Details
All staff at each site	REACH http://www.reachctr.org/serv.htm Cultural Competency Training Gary Howard, trainer	<ul style="list-style-type: none"> ✓ To be arranged in consultation with Gary Howard and REACH personnel
Teachers and Administrators	SEED http://www.wcwoonline.org/seed Don Metzler, trainer Diversity Coordinator, trainer Two additional trainers TBD	<ul style="list-style-type: none"> ✓ Monthly evening meetings October-April ✓ Teachers paid a stipend to participate ✓ Up to 80 teachers for Year 3
District Teachers	Professional Development workshops offered through WMEP, NWSISD, University of Minnesota, Hamline University, St. Paul Neighborhood House	<ul style="list-style-type: none"> ✓ Funds provided for outside workshops that offer cultural competency training to staff
District Teachers and Staff	District Professional Development classes (after school) Vicki Cary, Diversity Coordinator	<ul style="list-style-type: none"> ✓ Reading discussion group ✓ Literacy Strategies in Culturally Responsive Classrooms