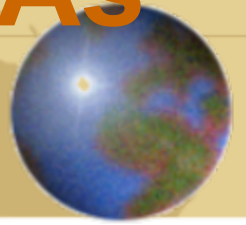
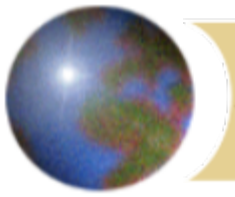




Plano ISD Council of PTAs Cultural Diversity



Fall 2011 Training
Kecia Carreno
Diversity Chair 2011-12
diversity@planopta.org
972 699-1059



Cultural Diversity Training

Who we are AND What we DO

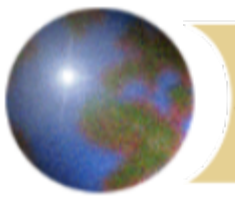
- Celebrate and appreciate the cultural diversity of your campus.
- Respect our diversity and commonalities.
- Promote cultural awareness and communication between all cultural groups.
- Guide our campus and community from knowledge and understanding of, to respect and appreciation for, their own and other cultures.
- Look at how we are more alike than different.
- Acknowledge that everyone is special and has gifts to share.
- Keep an open mind and heart.
- Build strong cultural, educational bridges of trust and respect by promoting a culture that embraces diversity and values everyone.
- Link people to educational, community and service based resources within the ISD.

We Make a Difference... Every Day in our world

Graciela Katzer
Community@planopta.org

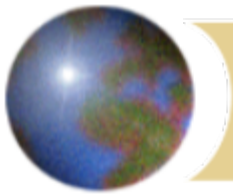
Plano ISD Council of PTAs
www.planopta.org

Kecia Carreno
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How Do We Engage Culturally Diverse Parents Non-Traditional Volunteers

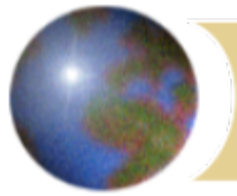
- Keep in mind that most culturally diverse new comers are not familiar with PTA mission, activities, programs and benefits.
- Keep in mind that “volunteer work” is not widely spread in other countries and cultures.
- Use every opportunity to promote diversity. Engage and seek the full support of your school principal for your cultural diversity initiatives.
- Engage and collaborate with everyone...Art, Music, PE, librarian, ESL teachers, Science Fair, Environmental groups, Book Fair, etc. for your cultural diversity initiatives.
- Cultural diversity is not a one night event—it should be part of every day life, activities and programs.



Cultural Diversity Training

Suggestions to achieve our goals as Diversity Chair

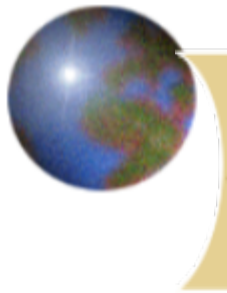
- Make sure Diversity is a board position and has an allocated annual budget and a "set event date" with your local PTA.
- Have a "team" working with you and supporting your activities.
- Participate in every PTA and school activity (Back-to-School, Open House, Book Fair, Science Fair, School Picnic).
- Reach out to the community and other Diversity Chairs when planning speakers, campus activities and implementing programs.
- Work closely with your local Programs Chair and Council's Community Outreach Chairs are excellent resources



Cultural Diversity Training

Let Your Presence Be KNOWN

- Reach out to cultural diverse parents, let them know there **is** a place for them!
- Send communications out in the main languages spoken on your campus (flyers, newsletter, PTA webpage).
- Participate in every PTA and school activity (Back-to-School, Open House, Book Fair, Science Fair, School Picnic).
- Start the new school year with a Community Circle* event, Multicultural Family event and A Mentor & Lunch Buddies Program.
- Include a little known history facts in your school's newsletter based on the culture of the month. Create a display each month celebrating a culture.
- Create a “Multi-Cultural” or “Cultural Awareness” group see *CLUB MAVS* (www.planopta.org).
- Participate in Cultural Diversity Community events (MLK, AsiaFest, Plano International Festival, MCOR, Multicultural Outreach Roundtable, City of Plano).
- Be a parental resource, raise awareness to the availability of programs available via the ISD.



Cultural Diversity Training Beyond Multicultural Night

Partnering & Building Relationships are Keyes to Success!

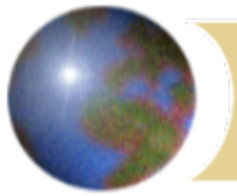
- Go out into the community
 - Local churches, women's groups, sororities and other civic groups are often looking for opportunities but, don't know how to get involved with schools.
 - Attend festivals, meet the organizers and participants, bring them to your school
 - Get involved with diverse groups, organizations, they are a great resource for volunteers and speakers.
 - If your feeder school is a Title 1 school, work with and support them!
- Bring the community to you
 - Community Circles is an excellent way to increase parent participation in diverse groups around topics and issues that concern them
 - International Women's Club contact Graciela Katzer
 - Reach out to clubs and organizations within PISD (German Club, Step Teams, NHS)
 - PISD is a great resource for speakers and programs - work closely with your local Programs and Community Outreach Chairs

We can make a Difference Every Day

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Community@planopta.org

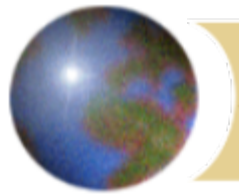
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District Demographics

	2008-09	vs	2010-11
American Indian	0.5%		0.33%
Asian	20.0%		19.71%
African American	11.0%		10.61%
Hispanic/Latino	17.5%		21.66%
Native Hawaiian	--		0.07%
Two + Races	--		3.38%
Total Minorities	49.0%		55.76%
White	51.0%		44.24%
Approx. Languages Spoken	94		103



Cultural Diversity Training

DID YOU KNOW...

95% PESH and PWSH graduating Seniors will attend college

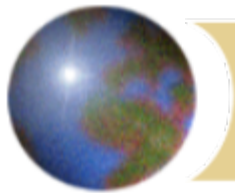
97% PSH graduating Seniors will attend college

DID YOU ALSO KNOW...

46.5% PESH graduates attend college are from cultural homes

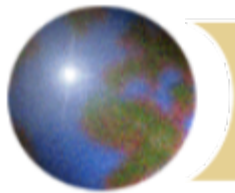
33.4% PWSH graduates attend college are from cultural homes

34.8% PSH graduates attend college are from cultural homes



Cultural Diversity Training

	PESH	PWSH	PSH
Hispanic	17.7%	7.2%	8.1%
African American	14.2%	9.3%	6.0%
Asian	14.4%	18.3%	19.0
Native American	0.2%	0.7%	0.3%
Total	46.5%	34.8%	33.4%
White	53.4%	64.6%	66.6%



Cultural Diversity Training

Plano ISDs Advanced Academics

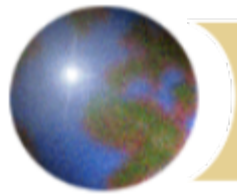
Does PACE, AVID, HONORS, AP, IB or UR mean anything to your students and their parents?

If not, they are a definite way to help students link to advanced educational programs available via the PISD. Thereby directly effecting the number of students attending and graduating from college.

<http://www.pisd.edu/parents/advanced.academics/index.shtml>

Donna Hartman is the Academic Diversity Coordinator for the ISD and is willing to speak to the PTA, parents, students and school administrators.

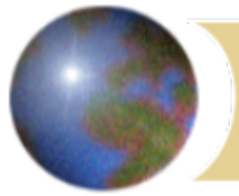
We can make a Difference Every Day



Cultural Diversity Training Beyond Multicultural Night

Family Resources

- **Plano Assistance Center - Responding to families in crisis with food, shelter, clothing and medical assistance**
www.assistancecenter.org
- **Computers At Home** - Plano ISD offers a unique Computers@Home program to help increase academic achievement by providing a home computer system to students. This program is completely free to all eligible students, and may require parents to attend educational training sessions.
www.pisd.edu/students/computers.at.home/index.shtml
- **Families Helping Families** - Mentoring Program is a unique program sponsored by the PISD that helps family's better navigate the school system by assigning them with a parent mentor. For additional information please contact Lynda Shuttlesworth
lynda.shuttlesworth@pisd.edu or 469 752-2275
- **Family Education and Guidance Services** - The mission of Family Education and Guidances Services is to strengthen all families in the community by providing education resources and services which support rearing responsible, self-conficent, emotionally healthy children in today's complex society.
www.pisd.edu/parents/parent.education/index.shtml



Cultural Diversity Training Beyond Multicultural Night

Family Resources

Family Assistance Program: The department serves as a field placement for social service interns from local universities. Services include:

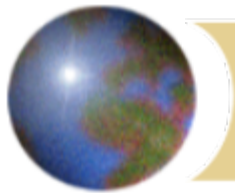
Needs assessments, Referrals to additional resources within the community

Assistance with clothing and personal care items. Last year 1,576 clients received 4,368 community resource services

www.cacplano.org/FamilyAssistanceProgram.htm

Student and Family Services Department: Student and Family Services Counseling and Guidance, Discipline Management, Employee Child Care, eSchool, Foreign Exchange Students, Family Education Services, GED - Adult, Homeless Liaison, Intradistrict/Interdistrict, Student Transfers, Night School, PASAR, Safe and Drug Free Schools, Section 504, Social Services/Drug and Alcohol Education, Special Programs Center (K-12) Campus Support Services, Student Administrative Services, Summer School, Truancy

<http://www.pisd.edu/about.us/departments/student.services.shtml>



Cultural Diversity Training

Quick References

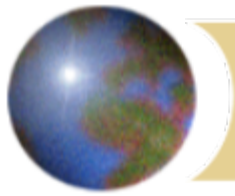
Council Diversity Chair	Kecia Carreno	diversity@planopta.org	972 699-1059
Community Outreach-West	Graciela Katzer	community@planopta.org	214 495-7838
Community Outreach-East	Erica Johnson	community@planopta.org	214 923-8983
2nd VP Programs	Kelly Waterman	programs@planopta.org	973 378-9383
Family Mentoring Coordinator	Lynda Shuttlesworth	lynda.shuttlesworth@pisd.edu	469 752 -2275
Coordinator of Gifted Education	Theresa Briggs	theresa.briggs@pisd.edu	469 752 -8172
AVID Coordinator	Kristin Anderston	kristin.anderson@pisd.edu	469 752 -8061

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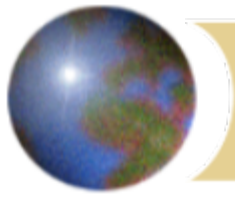


Cultural Diversity Training

Multicultural Diversity Monthly Celebrations

www.dfwinternational.org

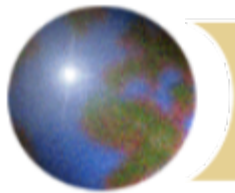
- September: **Hispanic Heritage Month**
- October: **Islamic/Arabic Culture, German Italian And Polish American Heritage Month**
- November: **American Indian Heritage Month**
- December: **African Culture**
- January: **MLK Celebration**
- February: **Black History Month, National Inclusive Week**
- March: **Irish American Heritage Month, Art and Music in our School Month**
- May: **Asian American Heritage Month**



7th Annual Plano International Festival

October 1, 2011 Haggard Park 11am-5pm

- 15,000 Visitors expected this year
- Approximately 100 PISD Students at the Parade of Nations and Green Ambassadors
- Extraordinary Cultural Performances
- 500 volunteers
- 100+ culture booths
- Great opportunity for Local PTAs to participate at Children's Workshops, Parade of Nations, International Fashion Show, Green Ambassadors, and to reach out to the community.
- Volunteer at the Council of PTAs Booth.

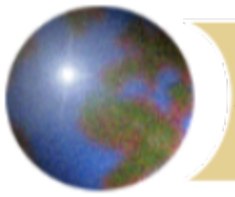


Cultural Diversity Training

Information you will find on the Diversity Website

@ www.planopta.org *Under Diversity then Training*

- This Presentation
- Plan of Work (POW)
- Draft of Ethnic and Religious Holidays
- List of Performers and websites
- Resources
- Fall and Spring “Opera in a Box”
- MC family night templates (passport, sign-up sheet, program, Country Facts, etc.)
- Community Circles program
- Music from around the world
- Who am I? Who are You? Raising Children in a diverse world
- Club MAVS Template



Cultural Diversity

One Person Can Make A Difference

One morning, just before dawn, a man woke early so he could watch the sun rise over the ocean. As he walked along the beach he came across a young girl who seemed to be doing something peculiar. She was picking up starfish and throwing them into the sea – one after another. He asked her what she was doing.

“The tide washes up all these starfish and they can’t get back by themselves,” she said. “They will die in the sun if I don’t throw them back into the water.”

The man looked up and down the beach at the thousands of stranded starfish. He couldn’t help telling her, “But there are too many starfish to save before sunrise. Why bother? You won’t make much of a difference.”

She paused for a moment, then picked up another starfish and threw it as far as her slender arm could manage. With a satisfied grin, she turned to the man and simply said, “I made a difference to that one.”

The man stood in silence, considering the girl’s youthful wisdom. Then, with a smile of his own, he reached down for a starfish and tossed it into the sea.

We can make a Difference Every Day