

Dual Language Immersion Sub-subcommittee

Meeting Minutes - September 24, 7 p.m. in Syphax Room 254

Present

- Wendy Bermudez, Staff Liaison
- Rachel Berkey, Chair
- Lizette Rodriguez Carrk, Vice Chair
- Paula Cordero Salas
- Maria (Leti) Delgado
- Emily Haimowitz
- Beverly Kilmer
- Maria Romero
- Heydi Tejada Maldonado
- Julienne Thomas
- Gwendolyn Grewe
- Luis Hestres

Absent

- Chrissy Bistline-Bonilla
- Erin Freas-Smith
- Meredith Judy
- Anjali Martinez
- Michelle Rebosio
- Jessica Shearer

Minutes

- Introductions
 - Committee Leadership (one-year terms)
 - Chair: Rachel Berkey
 - Vice Chair: Lizette Rodriguez Carrk
 - Secretary: Open
 - Create meeting minutes
 - Track member attendance
 - Record vote tallies
 - Staff Liaison: Wendy Bermudez
 - New and Returning Members
- DLI Program Updates for the School Year 2024-25
 - Enrollment
 - Claremont 222 EL

- Key 572 / 176 EL
- Gunston
 - 6th 137
 - 102 7th grade
 - 117 for 8th grade
 - Continuation ~70% of the DLI elementary program
 - Middle School students receives 3 core courses in English and 3 core courses in Spanish
- Wakefield - 44 students
 - Biggest drop off
- MS and HS seeking to test students not on the Immersion track to have them integrate into the program
- Staffing
 - Fully staffed at all elementary schools
 - 8th grade science is missing at Gunston - already done 5 interviews, but candidates are not accepting. Salary or not certified to teach science. HR offered a long term sub position to then get certified - it's an exam to teach science, state mandated. APS does not offer any incentive for the exam
 - It is an SOL subject and might need to get to a point to receive instruction in Eng so the students will not get affected - October to make decision
- Certification for teachers
 - We need to advocate for the teachers that do not have the certification but are currently teaching in APS and what can we do so we don't lose the talent
 - Language support to pass
 - This issue is affecting other programs, other schools are using subs to cover for staff that has not been able to filled
 - HR - Talent Acquisition new Director Crysta comes from FFX, experience in working with Visas, having relocation packages, etc
 - Direct recommendations to HR
 - In other parts of the countries they have offered the certifications for free for teachers to get certified
 - Issue of cost: people already teaching can get some assistance
 - Praxis tutoring opportunity for teachers that need it to pass exam and get certified
 - After 90 days goes down to ~\$22 xhr- pay is very limited
 - In the aim to try to avoid the opportunity of long term sub
 - Teachers can take hourly increments of subs / subs would only take hours vs the guaranteed half day
- Biology is offered now at Wakefield in addition to Intensified Biology
 - HS - content courses - 5 offerings
 - SP- 4 offerings
 - Visual to look at the offerings of the rest of HS vs what the program offers (ie: SP for fluent speakers) - program of studies lists the classes

- Additional comms needed for family awareness
 - MS visits the HS - end of Oct
 - % of EL families / SP speaking only - not provided
 - After EL reaches level 6 - students will be monitored for 4 yrs for progress
 - The challenge with EL is that most of the families don't even understand or know that the student are EL
 - Eighth grade alumni from Gunston
- School-level DLI Priorities for the 2024-25 School Year
 - Student ownership of the three DLI goals
 - Bilingualism and biliteracy (i.e., developing proficiency and literacy in both English and Spanish)
 - Academic content knowledge and achievement
 - Cross-cultural awareness including enhanced awareness and appreciation of linguistic and cultural diversity
 - Student ownership of learning objectives
 - Cross-linguistic connections between the two languages
- Recommendation from Last Year
 - **Build a recruitment/hiring pipeline for the K-12 program**
 - Visa programs
 - Support for certification
 - Recruitment and retention
 - Principals thoughts on recruitment
 - Staff was not invited to attend recruitment fairs at PR - funded by HR
 - Relocation package for new APS teachers
 - Increase amount of relocation loan that's interest free
 - Stipend for DLI teachers
 - APS employees with step increase if willing to work at DLI elementary
 - Spanish reading specialist
 - Modify for 2024-25 to be a joint position to support native Spanish language instruction for ELs and Spanish Language Arts in the elementary DLI program??
 - Literacy specialist that supports DLI elementary and other schools to support high population ELs - native language support
- ELD teachers and positions with budget concerns
 - EL teachers lost seniority by accepting the 0.5 as EL and 0.5 ELD
 - To really support 80/20 implementation, need to have 3.0 positions for K-2
- Wendy attending events from HHM
 - For recruitment of EL families
- Lower EL numbers in Key
 - Some families select Eng as preferred language and had bilingual preschool background
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- Overview of the Process for Recommendations to the School Board
 - Committee Membership determines Recommendations
 - Committee Leadership drafts Recommendations Report
 - Committee Reviews Recommendations Report and Votes

- Staff Liaison adds a Staff Response to the Recommendations Report
- Curriculum and Instruction reviews Recommendations and Staff Response
- If needed, Committee Leadership updates Recommendations Report based on staff response and feedback from Curriculum and Instruction
- Written Recommendations Report shared with School Board to prepare for Working Session
- Committee Chair, Vice Chair, and Staff Liaison present Recommendations to the School Board and answer their questions during an ACTL Working Session
- If needed, Recommendations are adjusted by Committee Leadership and reviewed by Committee Membership based on School Board feedback
- Final Recommendations Report submitted to ACTL

Decisions

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Action Items

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Upcoming Meetings

- Tuesday, October 22 at 7 p.m. in Syphax Room 254
- Tuesday, November 19 at 7 p.m. in Syphax Room 254 or all-virtual