

DOCUMENT RESUME

ED 369 171

EA 025 785

AUTHOR Baughn, Juan R.; And Others
 TITLE Multicultural Sensitivity: A Principal's Reference Guide.
 INSTITUTION Pennsylvania Principals Association, Harrisburg.
 PUB DATE 89
 NOTE 59p.
 PUB TYPE Guides - Non-Classroom Use (055) -- Reference Materials - Directories/Catalogs (132)

EDRS PRICE MF01/PC03 Plus Postage.
 DESCRIPTORS *Bias; Elementary Secondary Education; Languages; *Minority Groups; *Multicultural Education; *Multilingualism; *Principals; Second Language Instruction; *Sensitivity Training
 IDENTIFIERS *Pennsylvania

ABSTRACT

This guide for principals on how to be multiculturally sensitive is based on 223 responses to a Multicultural Sensitivity Survey mailed to principals across Pennsylvania in July 1989. There are numerous ways this guide can be used: (1) network to gain information; (2) network to offer information; (3) increase awareness with assemblies; and (4) provide support by securing materials. Listed in the guide are case studies related to the three most common situations principals in our survey said they faced: student/student conflict, staff accused of prejudice, and staff insensitivity. Avenues for obtaining materials for the classroom are given, as well as contacts for inservice speakers. The guide identifies principals with multicultural programs currently in place, and principals in schools with 9 percent or greater of any minority. Additionally, it identifies 94 principals willing to network giving their phone numbers and schools and listing them by programs in place, situations faced, and experience with minorities. A matrix indicates the multicultural activities each principal is using. (KDP)

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MULTICULTURAL SENSITIVITY: A PRINCIPAL'S REFERENCE GUIDE



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**MULTICULTURAL SENSITIVITY:
A PRINCIPAL'S REFERENCE GUIDE**



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This booklet was funded through a grant from the Pennsylvania Department of Education. The project was sponsored by Mr. Thomas K. Gilhool, former Secretary of Education, and Mr. Donald M. Carroll, Jr., present Secretary of Education.

One day in Old Baltimore
Heart filled, head filled with glee
I saw a Baltimorean
Keep looking straight at me.

Now I was eight and very small,
and he was no wit bigger,
and so I smiled, but he poked out
his tongue, and called me "nigger".

I saw the whole of Baltimore
From May until December,
Of all the things that happened there
That's all that I remember

- Countee Cullen

PREFACE

The Multicultural Sensitivity Project was inspired by Dr. Juan R. Baughn, Principal of North Penn High School and advanced by Dr. Frank S. Manchester, Executive Director of Pennsylvania Associations of Elementary and Secondary School Principals.

Material for the guide was based on 223 responses to a Multicultural Sensitivity Survey mailed to principals across the state in July, 1989.

As you read this guide, please remember that this is the first edition. If you find errors or omissions, just let us know. Your suggestions will be incorporated in next year's revised edition.

Special thanks to our Advisory Committee:

Dr. Lorraine Atkeison Mr. Richard Houseknecht

Ms. Deidre Farmbry Mr. Jesse Jones

Ms. Joann Griffin Mr. Reginald Tolliver

Dr. Racquel Yiengst

ACKNOWLEDGEMENTS

We are sincerely grateful to the following people for supporting our efforts by providing information, resources, counsel and encouragement:

Rev. Gilbert Caldwell
West Chester District Superintendent
United Methodist Churches

Ms. Deidre Farmbry
Special Assistant to the Superintendent
School District of Philadelphia

Dr. Harold L. Hodgkinson
The Institute for Educational Leadership, Inc.
Washington, D.C.

Ms. Charlotte Hummel, Director
National Conference of Christians & Jews
Philadelphia, PA

Dr. Joseph Makarewicz, Director
Pennsylvania Ethnic Heritage Studies Center
University of Pittsburgh

Ms. Ann Willis Ratray
Teacher, Manhattan East
New York City, NY

Ms. Hallie Rosen, Assistant Director
Eastern Pennsylvania/Delaware Office
Anti-Defamation League of B'nai B'rith

Ms. Barbara J. Smith, Chief
Division of School Equity
Pennsylvania Department of Education

Dr. Sig Smith, Executive Director
LORL (Legislative Office of Research Liaison)
Pennsylvania House of Representatives

Ms. Ann Van Dyke
PA Human Relations Commission

Ms. Debbie Wei
Asian Americans United
Philadelphia, PA

While we gratefully acknowledge these contributions, sole responsibility for material presented rests with the writers.

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Dear Colleague:

Many hold the belief that life's events are cyclical. In fact, racial ignorance, inequity and insensitivity are surfacing again as they have surfaced in the past. A new cycle of intolerance for diversity threatens our country.

Instead of accepting this trend as destiny, I urge you to take action. Fight prejudice, increase awareness, and celebrate diversity, as you lead your school community into the 21st century. In the next 20-30 years one in every three Americans, 1 in every 2 school children, and 40% of the American work force will be people of color. For this reason, we educators will have a new opportunity to prove that this is, indeed, a land where all people are treated equal. Please help!

This is the dream which inspired the Multicultural Sensitivity Project. This is a dream that we must see realized because we are educators... and this is America: "one nation under God with liberty and justice for all".

Sincerely,



*Juan R. Baughn, Ed.D.
Principal, North Penn High School*

RATIONALE FOR THE MULTICULTURAL SENSITIVITY PROJECT

America's diversity is one of its greatest strengths. Historically, we have moved through cycles of strife in order to preserve such diversity. As we witness a disturbing increase in Swastika painting, KKK rallies, hate training of skinhead groups and racial insensitivity, our challenge as educational leaders is to break the cycle. We can do so by actively supporting the multicultural awareness referred to in this State Board Goal for Quality Education:

"Quality education shall help every student acquire knowledge of different cultures and an appreciation of the equal worth and rights of all people to include the active roles of women, minority racial and ethnic groups."

The Multicultural Sensitivity Project is designed to assist building-level administrators in achieving this goal. By providing resources and a statewide network of concerned peers, we hope to enable principals to increase awareness and develop sensitivity within their school community.

That's what the Multicultural Sensitivity Project is all about.

Frank S. Manchester, Ed.D.
Executive Director, PAESSP

WAYS TO USE THIS GUIDE

NETWORK TO GAIN INFORMATION

Principals listed in this guide have expressed a willingness to network. You are encouraged to call individuals, to discuss problem situations, set up school exchange programs, explore program development or exchange referrals on assemblies and speakers.

NETWORK TO OFFER INFORMATION

On the flip side of the coin, you might OFFER your assistance by inviting a principal or teacher to visit your school, share information on excellent workshops, speakers, community agencies. You can also contribute by returning the tear out information sheets in the Appendix to help us enhance the next edition of this guide.

INCREASE AWARENESS WITH ASSEMBLIES

Contact listed speakers or agencies to assist you in exposing your entire staff and student body to the need for reduced prejudice and increased appreciation of diversity.

PROVIDE SUPPORT BY SECURING MATERIALS

Send for catalogs, curriculum materials, posters and books listed. Distribute widely in your district. Contact any of the in-service speakers presented and arrange for a professional development program.

CASE STUDIES

In our survey, many principals suggested we include case examples of representative problems along with suggested resolution strategies.

We have provided case studies related to the three most common situations principals in our survey said they faced: student/student conflict, staff accused of prejudice, and staff insensitivity.

Keep in mind as you read these, however, that each situation is unique. The climate in your school, your own awareness of cultures, and available resources will all impact on the "best" solution for you.

Therefore, these suggestions are not intended as "right answers". Rather, they are offered as potential responses for you to consider when deciding your strategy with similar situations.

**WHEN FACED WITH STUDENT TO STUDENT CONFLICT
FIRST ASK YOURSELF:**

1. Do you have the facts? Objective accounts?
2. What behaviors presented are unacceptable regardless of racial issues? (e.g. any name calling, any demonstration of lack of respect for staff member, any physical resolution to conflict.
3. Does the incident call for teaching, discipline or conflict resolution?
4. Who could you involve to assist you (e.g. counselor, minority leader)?

CASE #1: *Elementary students call an Asian child "slanty eyes".*

CONSIDER THESE OPTIONS:

- * Hold conference with children involved (and possibly their parents).
- * Arrange group counseling session on name calling.
- * Contact Asian American Group to present classroom program on Asian American culture.
- * Make prejudice a building-wide concern by reading related fables, stories over P.A.

CASE #2: *Fight breaks out between high school students re: African American males dating white females.*

CONSIDER THESE OPTIONS:

- * Discipline all parties as you would any fight.
- * Follow-up with group meetings facilitated by person both groups agree will be fair.

CASE #3: *Student calls Hispanic bus driver a "spic".*

CONSIDER THESE OPTIONS:

- * Meet with student, parents, bus driver to increase awareness of the negative impact of name calling.
- * Discipline as you would any disrespectful act to an adult staff member.
- * Consider a cultural awareness program by an Hispanic community agency.

WHEN FACED WITH STAFF ACCUSED OF PREJUDICE

FIRST ASK YOURSELF:

1. Is there any evidence that the charges are true?
2. Has precedent been established for this type of incident?
3. Is an objective third party advisable, and if so, who might be viewed by both parties as fair and knowledgeable?

CASE #1: *You suspend an African American youngster for punching someone in the cafeteria after being called a "nigger".*

CONSIDER THESE OPTIONS:

- * Be clear about the facts by informing of school policy and the precedent for suspending all students for fighting.
- * Be fair by demonstrating empathy for the youngster and by disciplining the name caller.
- * Take responsibility for enhancing the awareness of both youngsters by seeing that they explore (with you, counselor, community leaders) alternative ways of expressing themselves and resolving conflict.

CASE #2: *One of your teachers confiscates a radio from an Hispanic youngster. Parents and student claim she called him a name and would not have even taken the radio if the student had been white.*

CONSIDER THESE OPTIONS:

- * Do your homework: interview the teacher, student, and any witnesses regarding the incident; review data regarding confiscation of radios and from whom.
- * Conference with teacher prior to parent conference to assess attitude regarding student and reduce possible defensive behavior in the conference.
- * Meet with teacher, student and parents to review data, present findings, and provide assurances that the youngster was and will continue to be treated fairly.
- * Initiate a follow-up meeting.

CASE #3: *Parents of an African American Youngster complain that cheerleading tryouts were unfair - their daughter didn't stand a chance.*

CONSIDER THESE OPTIONS:

- * Make certain the selection process IS fair (e.g. objective judges, clear scoring rules, minority candidates sought and trained).
- * Interview faculty advisor as you prepare to corroborate or dismiss charges of unfairness.
- * Hold conference with faculty advisor, parents and youngster to review selection process and discuss perception of bias. Demonstrate where points were lost and what alternatives exist.

WHEN FACED WITH ACCUSATIONS OF STAFF INSENSITIVITY

FIRST ASK YOURSELF:

1. What were the circumstances surrounding the incident?
2. Is the staff member well-intended but misinformed, or blatantly prejudiced?
3. Is it possible others who did not complain also have been offended, and should be contacted?

CASE #1: *An African American teacher refers to "smart Koreans", and "rich Jews" in a social studies class. You hear about it through the grapevine.*

CONSIDER THESE OPTIONS:

- * Meet with teacher to hear the story and discuss consequences of using cultural stereotypes. Be firm regarding expectations for an unbiased classroom.
- * Suggest teacher contact ethnic experts for input on a lesson design focused on stereotypes. Do not let the stereotype comments remain unchallenged in the students' minds.
- * Meet with teacher prior to the stereotype lesson to discuss objectives and plan. Reinforce how important it is for all of us to be culturally sensitive.

CASE #2: *A faculty member reports that a cafeteria worker has been teasing an Asian student, saying "You must know Karate; all Asians do!"*

CONSIDER THESE OPTIONS:

- * Thank the teacher for bringing it to your attention.
- * Meet with the cafeteria worker (and possibly the immediate supervisor) to discuss incident and listen to worker's perception. Explain the negative consequences of using stereotypes.
- * Be firm that this must not happen again (ignorance needs to be corrected), but be fair in your understanding that it might not have been said with malice.
- * Follow-up with referring teacher to indicate that you handled situation.

CASE #3: *An elementary teacher reads aloud a poem including the term "nigger" without preparing students; a board member brings it to your attention.*

CONSIDER THESE OPTIONS:

- * Meet with teacher to assess poem used, introduction provided and follow-up discussion.
- * Discuss potential harm of not preparing students or parents and alternative steps that might be taken in the future. Recommend that when sensitive material is to be discussed, teacher might talk to counselor, psychologist or minority representative regarding approach prior to unit.
- * If teacher is genuinely concerned, enroll him/her into a cultural sensitivity workshop while the iron is hot. (Call your I.U. or P.D.E. for suggestions and calendar).
- * Call board member to assure situation was addressed. Discuss meeting with parent who reported incident.

CASE #4: *A high school student complains to you that he heard that a student in an all-white physics class made a racist comment ("Black kids can't handle this class because they're too dumb.") and the teacher did nothing about it.*

CONSIDER THESE OPTIONS:

- * Meet with the teacher to assess if the comment actually was made and how it was handled.

- * If the statement was made, discuss alternative strategies for discussing stereotypes with that class (e.g. bring in ethnic specialist, counselor, you and/or African American students).

- * Insist that the teacher discuss the incident one on one with the student who made the racist comment.

CLASSROOM AND ASSEMBLY PROGRAMS

SPEAKERS:

Melodye A. Stewart
Creator, Director
Black History Workshop
for Children
34 Forester Road
Horsham, PA 19044
(215) 675-6366

Workshops for K-12 on
Apartheid, African Art,
Civil rights, African-
American Inventions,
Poets and Writers,
Entrepreneurs

Bucks County Intermediate
Unit #22
705 Shady Retreat Road
Doylestown, PA 18901
(215) 348-2940

Kids On The Block:
a puppet show for K-7 on
what it is like to be
different.

David Grossman
LEAD Program
National Conference of
Christian and Jews
3112 S. Juniper St., Ste 627
Philadelphia, PA 19107
(215) 546-3377

Racially diverse panel
on prejudice, stereotyping,
intergroup cooperation.
Annual student conference
on prejudice.

REFERRAL SOURCES FOR SPEAKERS:

Dr. Joseph Makarewicz, Director
Pa. Ethnic Heritage Studies Center
University of Pittsburgh
405 Bellefield Annex
Pittsburgh, PA 15260
(412) 648-7420

Minority role models,
cultural awareness,
ethnic heritage

Ms. Debbie Wei
Asian Americans United
801 Arch Street
Philadelphia, PA 19107
(215) 925-1538

Asian American culture
and issues.

Samien Nol, Executive Director
Southeast Asian Mutual Assistance
Association Coalition (SEAMAAC)
601 Market Street, Suite 64
Philadelphia, PA 19139
(215) 476-9640

Speakers relating to
Cambodians, ethnic
Chinese, Hmongs,
Laotians and
Vietnamese.

Mr. Michael Melendez
ASPIRA, Inc. of Pennsylvania
526 W. Girard Avenue
Philadelphia, PA 19123
(215) 923-2717

Issues related to
Hispanic culture.

Ms. Hallie Rosen, Asst. Director
Eastern Pennsylvania/Delaware Office
Anti-Defamation League of B'nai B'rith
230 South Broad Street 20th Floor
Philadelphia, PA 19102
(215) 735-4267

Prejudice, racism, hate
groups (skinheads, Klan)

Mr. Howard Ross, Director
Western Pennsylvania Office
Anti-Defamation League of B'nai B'rith
601 Grant Street
Pittsburgh, PA 15219
(412) 471-1050

Prejudice, racism,
hate groups (skin
heads, Klan)

Ms. Jan Klein
International Classroom
University Museum
University of Pennsylvania
(215) 898-4065

Speakers form foreign
lands; emphasis on
cultural awareness

Folklife Center of the
International House
Folk Artists in School programs
3701 Chestnut St
Philadelphia, PA 19104
(215) 387-5125

Listing of folk
artists in the area;
staff development on
multicultural issues.

OTHER SOURCES:

- * Major corporations in your area; contact Speaker's Bureau and/or Human Resource Department.
- * Universities, community colleges, churches, civic groups.
- * Local branches of NAACP, Civil Liberties Union, Women for Racial and Economic Equality.

MATERIALS FOR THE CLASSROOM

Toward A Better Balance: Part I (K-6) or Toward A Better Balance: Part II (7-12)

Two curriculum guides were developed by the Pennsylvania Ethnic Heritage Studies Center under a grant from the Legislative Office of Research Liaison (LORL), an independent non-partisan agency in the Pennsylvania House of representatives:

\$12 plus \$3 shipping. Teacher In-Service training ranges from 1/2 to 4 days and can be arranged through the Center for modest costs. An ethnic newsletter is also available from the Center at a \$2.00 per year subscription rate.

Contact:

Susan K. Donley, Education Director
or
Dr. Joseph Makarewicz, Director
Pennsylvania Ethnic Heritage Studies Center
405 Bellefield Annex
University of Pittsburgh
Pittsburgh, PA 15260
(412) 624-9197

A World of Difference Guide for the Secondary

School includes activities, stories, poems, role playing, games and workpages designed to help children recognize prejudice and deal with feelings about it. This guide and the Elementary version (to be released in Spring, 1990) were developed by the Anti-Defamation League. The guides and teacher in-service training are available at little or no cost. Also a free catalog of films/books.

Contact:

Ms. Hallie Rosen, Asst. Director
Eastern Pennsylvania/Delaware Office
Anti-Defamation League of B'nai B'rith
230 South Broad Street 20th Floor
Philadelphia, PA 19102
(215) 735-4267

or

Mr. Howard Ross, Director
Western Pennsylvania Office
Anti-Defamation League of B'nai B'rith
601 Grant Street
Pittsburgh, PA 15219
(412) 471-1050

Black History Curriculum Packet

Prepared each year, contains information materials, sample activities and geographical list of speakers. Provided to schools each January on request to Division of School Equity, PA Dept. of Education (717) 787-3048.

Martin Luther King, Jr. Curriculum Packet

Updated each year, provides biographical information materials and sample classroom activities. Provided to schools each December on request to Division of School Equity, PA Dept. of Education (717)787-3048.

A New Look At Prejudice: Program Implications for Educational Organization: by Helen Foss. National Conference of Christian and Jew (215) 546-3377.

The Graywolf Annual Five: Multi-Cultural Literacy
Edited by Rick Simonson and Scott Walker, Graywolf Press, St. Paul, 1988. Graywolf Press, PO Box 75006, St. Paul, MN
55175, \$8.50

The String Bracelet: Reflections of and by The Young People of Southeast Asia by Kyle W. Farmbry. Intercultural Productions, PO Box 57343, Washington, DC 20036

Education and Society a quarterly magazine published by Anti-Defamation League of B'Nai B'rith, 823 United Nations Plaza New York, NY 10017

\$18.00 per year, \$5.00 per copy
Special issues on "A World of Difference including activities for the classroom: Vol. 1, No. 4, Winter 1989

Stand and Deliver is a video based on the true story of Jaime Escalante, a teacher in an East Los Angeles barrio who overcame many obstacles to help students achieve. A gripping account of racial pride and racism.

103 minutes. \$89.95 from Social Studies School Service

On Becoming An American is a video used in the "Windows and Mirrors: An Interdisciplinary Approach to American Culture" project sponsored by the Philadelphia Alliance for Teaching Humanities in the Schools. \$97 (long version) \$50 (short version).

New Day Films, 853 Broadway Suite 1210, New York, NY 10003
(212) 477-4604

For free catalogs of classroom materials, films and/or workshops, contact:

Ms. Barbara Smith, Chief
Division of School Equity
PA Dept. of Education
333 Market Street
Harrisburg, PA 17126-0333
(717) 787-3048

Programs and Activities 1988-1990; listing of workshops, activities, consultation available from the Division of School Equity.

Social Studies School Service
10200 Jefferson Boulevard
Room R6,
PO Box 802
Culver City, CA 90232-0802
1-800-421-4246
FAX #: (213) 839-2249

Multicultural Studies Catalog.
Posters with biographical sketches of famous minority Americans, videos on racism, cultures, prejudice, related books and games.

Anti-Defamation League of
B'nai B'rith
230 South Broad St.
Philadelphia, PA 19102
(215) 735-4267
or
601 Grant Street
Pittsburgh, PA 15219
(412) 471-1050

Charlotte Hummel, Director
National Conference of
Christian and Jews
311 South Juniper Street
Suite 627
Philadelphia, PA 19107
(215) 546-3377

Betty Pickett, Director
Conference of Christian
and Jews
1945 5th Ave, 2nd Floor
Pittsburgh, PA 15219
(412) 281-1237

Mr. Johnny Irizarry
Executive Director
Taller Puertorriqueno, Inc.
721 N. 5th Street
Philadelphia, PA 19133
(215) 426-3311

Ms. Debbie Wei
Asian American United
801 Arch St.
Philadelphia, PA 19107
(215) 925-1538

Human Relations Materials
for the Schools.
Books, pamphlets,
classroom activities,
videos, films related to
prejudice. Materials for
all grade levels. Film
rentals, modest costs,
wide variety. An
excellent resource.

Bibliography of books
portraying relationships
among people of different
origins.

Bibliography of books
portraying relationships
among people of different
origins.

Bookstore specializing
in Puerto Rican
and Latino literature.
Rental/loan of videos,
slides and books
featuring Latino artists.

Materials and
books on Asian American
issues/cultures.

STAFF IN-SERVICE SUGGESTIONS

Fees for the speakers listed below vary depending on the length of program and travel required. Call for details.

- | | |
|--|--|
| Dr. Juan Baughn Principal North Penn H. S. Lansdale, PA 19446 (215) 368-9800 | Brief (45-90 min) programs to faculty and administrators across the state on "The Need for Celebrating Diversity" and "How to Celebrate Diversity in Schools with Few Minorities." |
| Dr. Joseph Makarewicz Director, PEHS University of Pittsburgh 405 Bellefield Annex Pittsburgh, PA (412) 648-7420 | Training on <u>Toward a Better Ballance Curriculum</u> . Range from 1 hour awareness talks to 4 day in-service for teachers Expenses only for talks; \$150 day for staff training. |
| Ms. Charlotte Hummel, National Conference of Christians and Jews 311 South Juniper St. Suite 627 Philadelphia, PA 19107 (215) 546-3377 | Custom training, assessment, and consultation on humans ralations issues. |
| Dr. Harold Hodgkinson The Institute for Educational Leadership, Inc. 1001 Connecticut Ave. N.W Suite 310 Washington, DC 20036 (202) 822-8405 | National speaker on the Impact of demographics on education. Speeches and workshops for School Boards and Administrators. |
| Mr. Frank Aycox 219 East Gowen Ave Philadelphia, PA 19119 (215) 247-4231 | Interactive games for developing awareness, reducing conflict, increasing cooperation All grades; worked w/Phila Schools on desegregation; entire U.S.. |

Mr. Jerald Collins African American executive, former pro
V-P, Human Resource athlete & teacher; will speak on preparing
ARA Services minorities for the future workplace; issues
1101 Market St related to developing self-esteem; careers
Philadelphia, PA 19107
(215) 238-3510

Dr. David Thomas African American professor/author; will
Wharton School work with principals, administrators,
2021 Steinberg Hall teachers on organizational strategies
Philadelphia, PA 19143 for encouraging harmony, reducing
(215) 898-9366 conflict.

Deidre Farmbry Two hour workshops for high school
Special Assistant to the teachers on a literary approach to
Superintendent cultural harmony.
School District of PA
21st St. and Parkway
Philadelphia, PA 19103
(215) 299-7825

Dr. Racquel Yiengst Talks on Puerto Rican culture and
Director, Bilingual Program bilingual educa-
Reading School District tion.
800 Washington St.
Reading, PA 19601
(215) 371-5968

Rev. Gilbert H. Caldwell Brief presentations on human
West Chester District Supt. relations issues.
United Methodist Churches
1316 Sonnet Lane
Westchester, PA 19380
(215) 436-6554

Ms. Ann Van Dyke Programs discussing legislation;
PA Human Relations Comm. speakers on related topics
2971 E. North Seventh St.
Harrisburg, PA 17110
(717) 787-4410

A NETWORK OF PRINCIPALS

A frequent request of principals answering our survey was for a list of principals willing to share information and discuss programs, ideas, and difficult situations related to multicultural sensitivity.

Of the principal's responding to our survey, 94 said they would be willing to network.

On the following pages we have listed those principals. First by programs in place, situations faced, and experience with minorities, and then with a matrix of the multicultural activities each is presently using.

As you use this guide, you will probably identify others who would like to be added to our networking list (perhaps yourself?). Just tear out the response sheet in the appendix and return it for inclusion in our next edition.

PRINCIPALS WITH PROGRAMS IN PLACE

NOTE: If you need to contact anyone listed, school district and telephone numbers can be found on pages 35-43

| NAME | TYPE OF PROGRAM |
|--------------------|--|
| Arco, B. Victor | Martin Luther King Day Classroom Current Events |
| Belgie, Ken | Librarian/Faculty member received grant for minority speakers and materials. |
| Betar, Walter | Public address announcements on famous African Americans |
| Cantebury, John | Elementary (K-3) program on individual differences and self esteem. |
| Cilo, Daniel C. | Liaison w/college for speakers (students and professors) |
| Cody, Corrine | Morning announcements Main Lobby Bulletins Newspaper Coverage |
| Crobak, Robert | Role playing Indian Caste System |
| DeBellis, Charles | Teacher In-Service Workshop topics and faculty meetings on multicultural education |
| Figlock, Bernard | Baltimore Orioles adopted school; Hampton Middle School cooperation w/York Spanish Center Exchange program with inner city school (80% African American) |
| Johnson, Robert L. | Hiring minorities/ member of MASCUS |

| | |
|--------------------|---|
| Kirschler, Terry | Social Studies Curriculum |
| London, Robert | Local Hispanic agency to help run on-going meetings w/students |
| Nelson, Williams | El Salvador project. Taping of children in both countries, sent clothing, etc. |
| Pyle, Philip | Use of American Friends Service |
| Rich, Leonard | Minorities in America course |
| Schwartz, Joseph | Attended conference on African American issues: recruiting, speakers, scholarships |
| Shockey, Richard | Global approach to geography |
| Shoemaker, William | "Cultural Days" week-each year different culture/ food, customs Black History Month, Martin Luther King Day, cladd current events |
| Sipple, Joyce | Awareness Week (theme: We are different together".) Black History month, Martin Luther King day, Class current events. VITA Bank for Minorities |
| Weaver, Dale | Sensitivity workshops for 7th & 8th grade students w/ Univ. of Pittsburgh |
| Williamson, Janet | Appreciation of Minorities in Social Studies curriculum |
| Wills, Donald | High School curriculum |
| Witmer, Judith | "Just Community" approach based on Kolbergian theory; Committee for elementary students |

PRINCIPALS IN SCHOOL WITH 9% OR GREATER OF ANY MINORITY

NOTE: If you need to contact anyone listed, school district and telephone numbers can be found on pages 35-43.

| NAME | DOMINANT CULTURE |
|---------------------|--|
| Barley, Richard | African American (45%) Hispanic (27%) |
| Botti, Fred | African American (15%) |
| Bull, Grace | African American (10%) |
| Crosson, John | African American 30% Hispanic 34% |
| Danehower, Victoria | African American 11% Hispanic 28% |
| DeBellis, Charles | African American 9% |
| Esworthy, Janet | African American 68% Hispanic 20% |
| Figlock, Bernard | African American 40% Hispanic 8% |
| Garda, Jan | African American 5-10% |
| Griffin, Joann | African American 95% |
| Hopp, Muriel | Asian 12% |
| Jones, Jesse | African American 24% |

| | |
|--------------------|--------------------------------------|
| Latinski, Philip | African American 9.5 |
| London, Robert | African American 10% Hispanic 6% |
| Mable, Ronald | African American 18% Hispanic 30% |
| Montini, J.R. | African American 65% |
| Mussdine, Larry | African American 15% |
| Nolan, William | African American 45% |
| Novic, Robert | African American 15% |
| Panza, Michael | African American 10% |
| Van DeWater, Henry | African American 16% |
| Wilson, Paul | African American 9% |
| Weaver, Dale | African American 24% |
| Zarfoss, Robert | African American 39% Hispanic 10% |

MINORITY PRINCIPALS WILLING TO NETWORK

| NAME | SCHOOL DISTRICT | HERITAGE |
|---------------------------------|----------------------------|------------------|
| Barnes, Francis | N. Allegheny | African American |
| Baughn, Juan | North Penn | African American |
| Danehower, Victoria | Reading | Hispanic |
| Griffin, Joann | Harrisburg | African American |
| Jones, Jesse | Penn Hills | African American |
| Jung, Herbert (215) 334-5800 | South Philadelphia | Asian |
| London, Robert | West Chester | Asian |
| Torres, Raul (215) 324-9440 | Philadelphia | Hispanic |
| Jose Lebron (215) 223-4400 | Philadelphia | Hispanic |

SITUATIONS PRESENTED BY PRINCIPALS AND HOW THEY WERE RESOLVED

NOTE: If you need to contact anyone listed, school district and telephone numbers can be found on pages 35-43.

| SITUATION | RESOLUTION STRATEGY | PRESENTING PRINCIPAL |
|--|---|----------------------|
| CLAIMS OF BIASED STAFF: | | |
| Staff accused of bias | Discussion: school awareness through materials and speakers | Belgie, Ken |
| Staff accused of bias | Fair Disciplining | Botti, Fred |
| "You don't understand" claims | Objective discussion | Danowsk, J. |
| Teacher accused of bias | All-party discussion | Kohler, Allan |
| Staff accused of bias | Discussion | Figlock, B. |
| Situation interpreted as racial by media | Discussion "Under our Skin" Assembly program | Hicks, Herman |
| Claim of staff bias | Human relation supervisor | Latinski, P. |
| Bus driver incident | Conference | McDaniel-Hine L. |
| Claim of prejudice | Fair, consistent discipline | Panza, M. |
| Claims of staff bias | Fair discipline, welcome parents | Wilson, Paul |

LANGUAGE BARRIERS

| | | |
|---------------------|--|-------------------------------------|
| Hispanic elementary | PDE support materials Spanish teachers to assist students | Albaugh, Kenneth |
| Hispanic Asian | Community referral/other students | Barley, Richard Canterbury, John |
| Hispanic and Asian | Staff In-Service, Student Awareness Program | Crosson, John |
| Asian | Workshop on Asian culture; Interpreter | Esworthy, Janet |
| Hispanic | Use of informed teachers | Griffin, Joann |
| Hispanic | Dialogue staff/student | Mable, Ronald |
| Hispanic | Used foreign exchange and foreign language students | Manley, John |

STUDENT VS. STUDENT CONFLICTS

| | | |
|---------------------------------|---|-------------------|
| Student racial conflict | Dialogues, advisory boards community involvement | Betar, Walter |
| Staff/student conflict | Discussion | DeBellis, Charles |
| Black/white playground conflict | Dialogue w/leaders and students | Diaz, Milton |
| Racial comments | Parent conferences | David, Robert |
| White/Asian student conflicts | Use of community resources | DeRaymond, Joe |

| | | |
|---|---|--------------------|
| White students accepting non-white students | Counseling | Dufalla, Ron |
| Racial comments | | Farnham, Gail |
| Racial comments, harassment | Cultural books, discussions | Fingerman, Shirley |
| Racial comments | Discussion | Held, James |
| Racial comments | Counseling | Hohman, Jeff |
| Student racial conflicts | Conferences | Keyser, Gerald |
| Elementary student racial conflict | Discussion role playing | Koehler, Allen |
| Racism Dialogue | | Manley, John |
| Scheduling, religious holidays | Mediation conference Event date changed | Maslayak, Michael |
| Racial comments | Interracial group P-S, teachers as leaders Conference | Peduzzi, Reynold |

| | | |
|--|--|---------------------|
| Community concern re. racism | "Celebration of Differences program | Casey, John |
| Negative community response to multicultural activity | Discussion | Croback, Robert |
| Staff understanding Asian culture | Staff training | Hopp, Muriel |
| Private place for Moslem worship | Principal's office | Konior, Marianne |
| Male Hispanic lack of respect for females | Student/parent conferences | Lebanon Jr. , High |
| Hispanic self-image | Programs in cooperation with local Hispanic Agency | London, Robert |
| Press coverage of skinheads | Meeting w/community leaders | Mussdine, Larry |
| Negative response to minority speaker at assembly | | Mussdine, Larry |
| Black student union | Teacher/student Conference on sensitivity | Schwartz, Joseph |
| Attendance female Moslem student | Meeting with parents | Walsh, Ruth |

Involving minorities

Student council, human
interaction committee

Van DeWater,
Henry

Inner-city students
to suburban district
suffer culture shock

Small group meetings

White, Lou

MATRIX FOR NETWORK

| | NAME | SCHOOL OR SCHOOL DISTRICT | TELEPHONE |
|----|---------------------|--------------------------------------|------------------|
| 1 | Albaugh, Kenneth | Everett | (814) 652-9114 |
| 2 | Arco, B. Victor | Plum Borough | (412) 795-4882 |
| 3 | Barley, Richard | York City | (717) 843-3881 |
| 4 | Barnes, Francis | N. Allegheny | (412) 923-5767 |
| 5 | Bartholameu, Kermit | Boyertown | (215) 367-2066 |
| 6 | Baughn, Juan | North Penn | (215) 368-9800 |
| 7 | Belgie, Ken | Indiana | (412) 463-8562 |
| 8 | Berkebile, Wallace | North Star | (814) 629-6651 |
| 9 | Betar, Walter | Altoona | (814) 946-8275 |
| 10 | Botti, Fred | West Mifflin | (412) 466-3200 |
| 11 | Brill, John | Tri Valley | (717) 682-3125 |
| 12 | Bubeck, Robert | Upper Moreland | (215) 659-6800 |
| 13 | Bruchak, Eu | Cautasaugua | (215) 264-5603 |
| 14 | Bulls, Grace | Westchester | (215) 436-7305 |
| 15 | Cantebury, John | Colonial | (412) 486-6000 |
| 16 | Casey, John | State College | (814) 237-5301 |
| 17 | Costello, Tony | Methacton H.S. | (215) 489-5026 |
| 18 | Crobak, Robert | Cumberland Valley | (717) 761-1865 |
| 19 | Crossan, John | Reading | (215) 371-5904 |
| 20 | Cunningham, David | Norwin | (412) 863-6688 |

| Name | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | |
|------------------------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|---|
| Special Assemblies | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Minority Speakers | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Cultural Festivals | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| School Exchange | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Advisory Board | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Dialogue | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Instructional Review | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Role Playing | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Cultural History | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Martin Luther King Day | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| PA Announcements | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Minority Recruiting | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Curriculum | | | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * | * |

MATRIX FOR NETWORK

| NAME | SCHOOL OR SCHOOL DISTRICT | TELEPHONE |
|------------------------|------------------------------|----------------|
| 21 Danehower, Victoria | Reading | (215) 371-5934 |
| 22 Danowsk, John | Erie | (814) 871-6200 |
| 23 David, Dr. Robert | Bethel Park | (412) 854-8675 |
| 24 Debellis, Charles | Easton Area | (215) 250-2460 |
| 25 DeRaymond, Joeseeph | North Penn | (215) 368-0400 |
| 26 Diaz, Milton | Fort Cherry | (412) 356-4445 |
| 27 Donohue, Louise | East Penn | (215) 967-3101 |
| 28 Duell, George Jr. | Palmerton | (215) 826-3155 |
| 29 Dufalla, Ronald | Brentwood | (412) 881-4940 |
| 30 Esworthy, Janet | Harrisburg | (717) 255-2617 |
| 31 Farnham, Gail | NW Lehigh | (215) 285-6161 |
| 32 Ference, Leonard | Mechanisburg | (717) 691-4562 |
| 33 Figlock, Bernard | York | (717) 845-3571 |
| 34 Fingerman, Shirley | Conrad | (215) 693-3121 |
| 35 Garda, Jan | Northgate | (412) 734-8002 |
| 36 Gorton, Richard | East Penn | (215) 967-3101 |
| 37 Griffin, Joann | Harrisburg | (717) 255-2450 |
| 38 Gross, Dr. Richard | Boyertown | (215) 369-7445 |
| 39 Haas, Robert | Allegheny-Clarion | (814) 677-3098 |
| 40 Hamilton, Neil | Norwin | (412) 864-0320 |

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| Name | Special Assemblies | Minority Speakers | Cultural Festivals | School Exchange | Advisory Board | Dialogue | Instructional Review | Role Playing | Cultural History | Martin Luther King Day | PA Announcements | Minority Recruiting | Curriculum |
|------|--------------------|-------------------|--------------------|-----------------|----------------|----------|----------------------|--------------|------------------|------------------------|------------------|---------------------|------------|
| 21 | * | * | | | | * | | | | | | | |
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| 37 | * | * | * | * | * | * | * | * | | | | | |
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MATRIX FOR NETWORK

| | NAME | SCHOOL OR SCHOOL DISTRICT | TELEPHONE |
|----|----------------------|------------------------------|----------------|
| 41 | Hicks, Anthony | RoseTree Media | (215) 566-6010 |
| 42 | Hohman, Jeffrey | Pottsgrove | (215) 323-6510 |
| 43 | Hopp, Muriel | Radnor Township | (215) 527-1357 |
| 44 | Johnston, Jeffrey | Keystone Central | (717) 749-3501 |
| 45 | Jones, Jesse | Penn Hills | (412) 793-6400 |
| 46 | Keyser, Gerald | Greencastle-Antrim | (717) 597-2186 |
| 47 | Koehler, Allen | North Penn | (215) 368-4017 |
| 48 | Konior, Marianne | Dubois Area | (817) 371-8111 |
| 49 | Kudhick, John | Weatherly | (717) 427-8689 |
| 50 | Kupchella, Tom | Blacklick Valley | (814) 749-9213 |
| 51 | Latinski, Phillip | G.A.R. Memorial HS | (717) 826-7165 |
| 52 | Lewis, Richard | Ciarion area | (814) 226-8112 |
| 53 | London, Robert | West Chester | (215) 436-7262 |
| 54 | Mable, Ronald | Lancaster | (717) 392-2916 |
| 55 | Marion, Nancy | State College | (814) 237-5301 |
| 56 | Maslayak, Michael | Wyomissing | (215) 378-9435 |
| 57 | McDaniel-Hine, Louis | Central Fulton | (717) 485-3195 |
| 58 | McKenna, James | Mt Pleasant | (412) 547-5763 |
| 59 | MisKo, Robert | East Penn | (215) 967-3101 |
| 60 | Montini, J.R. | Aliquippa | (412) 857-7517 |

| Name | Special Assemblies | Minority Speakers | Cultural Festivals | School Exchange | Advisory Board | Dialogue | Instructional Review | Role Playing | Cultural History | Martin Luther King Day | PA Announcements | Minority Recruiting | Curriculum |
|------|--------------------|-------------------|--------------------|-----------------|----------------|----------|----------------------|--------------|------------------|------------------------|------------------|---------------------|------------|
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MATRIX FOR NETWORK

| | NAME | SCHOOL OR SCHOOL DISTRICT | TELEPHONE |
|----|----------------------|------------------------------|----------------|
| 61 | Mussoline, Larry | Central Dauphin | (717) 540-4600 |
| 62 | Neil, Dr. John | Kemblesville | (215) 255-4516 |
| 63 | Nolan, William | William Penn | (215) 626-3223 |
| 64 | Novic, Robert | West Mifflin | (412) 466-3200 |
| 65 | Olson, David | Northwestern | (814) 756-4181 |
| 66 | Orlando, F.P. | Phoenixville | (215) 933-2454 |
| 67 | Panza, Michael | Quaker Valley | (412) 741-3600 |
| 68 | Peduzzi, Reynold | Penn-Trafford | (412) 744-4471 |
| 69 | Peet, D. Carl | Western Wayne | (717) 689-2632 |
| 70 | Prendergast, John | Berli Brothers | (814) 267-4622 |
| 71 | Pyle, Philip | Avon Grove | (215) 869-2010 |
| 72 | Reyer, Ronald | Penncrest | (814) 763-2615 |
| 73 | Rhodes, Dr. Frances | North Penn | (215) 368-0400 |
| 74 | Romberger, Dr. Joyce | Pine Grove | (717) 366-0515 |
| 75 | Roule, Dennis | Conrad Weiser | (215) 678-9901 |
| 76 | Schwartz, Joseph | Springfield | (215) 233-6035 |
| 77 | Schwenk, Frederick | Penndridge | (215) 257-5011 |
| 78 | Shaw, John | Wilmington area | (412) 946-3591 |
| 79 | Shockey, Richard | Somerset | (814) 443-2831 |
| 80 | Shoemaker, William | Littlestown | (717) 359-4146 |

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| Name | Special Assemblies | Minority Speakers | Cultural Festivals | School Exchange | Advisory Board | Dialogue | Instructional Review | Role Playing | Cultural History | Martin Luther King Day | PA Announcements | Minority Recruiting | Curriculum |
|------|--------------------|-------------------|--------------------|-----------------|----------------|----------|----------------------|--------------|------------------|------------------------|------------------|---------------------|------------|
| 61 | | | | | | | | | | | | | |
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MATRIX FOR NETWORK

| | NAME | SCHOOL OR SCHOOL DISTRICT | TELEPHONE |
|----|---------------------|------------------------------|----------------|
| 81 | Silvis, Dr. Ronald | Greensburg Salem | (412) 832-2866 |
| 82 | Sipple, Joyce | State College | (814) 237-5301 |
| 83 | Sloan, Ted | Council Rock | (215) 968-7142 |
| 84 | Stitzel, L. John | Manheim Central | (717) 665-2246 |
| 85 | Van de Water, Henry | Wissahickon | (215) 628-1693 |
| 86 | Walsh, Dr. Ruth | Moon | (412) 262-4140 |
| 87 | Weaver, Dale | SE Delaware | (215) 565-4880 |
| 88 | White, Lou | Central Bucks | (215) 794-7434 |
| 89 | Willison, James | Bethel Park | (412) 833-5000 |
| 90 | Wills, Donald | Southern Tioga | (717) 662-2808 |
| 91 | Wilson, Paul | Abington | (215) 663-0403 |
| 92 | Wingard, Levi | Downington | (215) 269-4400 |
| 93 | Zackon, Jefferey | Oley Valley | (215) 987-6217 |
| 94 | Zarfoss, Robert | York City | (717) 845-3571 |

| Name | 81 | 82 | 83 | 84 | 85 | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 |
|------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| Special Assemblies | * | * | * | * | | | | * | * | * | * | * | * | * |
| Minority Speakers | | * | * | * | * | | | | | | | | | |
| Cultural Festivals | | * | | | | * | | | | | * | | | |
| School Exchange | | | | | * | * | | * | | | | | | |
| Advisory Board | | | | | | | | | | | | | | |
| Dialogue | | | | | * | * | * | * | * | * | * | * | * | * |
| Instructional Review | | * | * | * | * | * | * | * | * | * | * | * | * | * |
| Role Playing | | | | | | | | | | | | | | |
| Cultural History | | | | | | | | | | | | | | |
| Martin Luther King Day | | | | | | | | | | | | | | |
| PA Announcements | | | | | | | | | | | | | | |
| Minority Recruiting | | | | | | | | | | | | | | |
| Curriculum | | | | | | | | | * | | * | | * | |

APPENDIX 1

SUGGESTION FOR MINORITY ROLE MODELS

In future editions of the guide, we would like to expand our list of minority speakers that might serve as appropriate role models for minority youngsters by speaking at assemblies, career days, etc.

If you have heard a good speaker, please complete this tear-out form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

SPEAKER'S NAME:

ADDRESS

TEL NO:

TOPIC/EMPHASIS:

HERITAGE:

African American Asian Hispanic American Indian
 Other

OCCUPATION AT PRESENT:

RECOMMENDED FOR:

Classroom Grades _____ Assemblies Career Day

COST: None Travel Expenses Fee Other

AREAS WILL VISIT:

Anywhere in PA Western PA Eastern PA Other

YOUR NAME:

DAY TEL:

APPENDIX 2

MULTICULTURAL SENSITIVITY SPEAKERS

In future editions of the principal's reference guide, we would like to expand our list of speakers who will raise awareness of cultural sensitivity.

If you have heard a good speaker, please complete this form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

SPEAKER'S NAME:

ADDRESS

TEL NO:

TOPIC/EMPHASIS:

MINORITY () YES () NO

COST:

WHERE HEARD?

RECOMMEND FOR: () ASSEMBLY () CLASSROOM () IN-SERVICE

GRADE LEVELS: () K-6 () 7-12 () ALL () _____

YOUR NAME: TEL.:

APPENDIX 3

VIDEOS RELATED TO MULTICULTURAL SENSITIVITY

In future editions of the principal's reference guide, we would like to expand our list of films and videos that could be used to raise awareness of cultural sensitivity.

If you have used a good film or video, please complete this form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

VIDEO TITLE:

LENGTH:

DESCRIPTION:

DISTRIBUTOR/
PRODUCER:

RENTAL COST:

LOAN SOURCE:

RECOMMEND FOR:

- | | |
|---|---|
| <input type="checkbox"/> Classroom grades: | <input type="checkbox"/> Assembly |
| <input type="checkbox"/> Teacher In-Service | <input type="checkbox"/> Administrator In-Service |
| <input type="checkbox"/> Community Programs | |

NAME:

DAY TEL.:

55

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APPENDIX 4

PRINCIPALS EXPERIENCED WITH MINORITY ISSUES

In future editions of the principal's reference guide, we would like to expand our list of principals with minority experience who are willing to share their expertise.

If you would like to be included in such a list please complete this tear out form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 171-2-3297
(717) 233-300

My heritage is:

I am/or have been principal in a school with a substantial percentage (25%) of minority students.

NAME:

TITLE:

SCHOOL NAME:

SCHOOL DISTRICT:

ADDRESS:

TELEPHONE:

I would be pleased to help principals by:

- Networking with them by telephone
- Speaking at Teacher In-Service

I am willing to travel to:

- Anywhere in Pennsylvania
- Western Pennsylvania
- Eastern Pennsylvania
- Other: _____

Cost: None Travel Expenses Only Fee

APPENDIX 5

PRINT MATERIALS RECOMMENDED

In future editions of the principal's reference guide, we would like to expand our list of printed materials and references.

If you can recommend any titles please complete this tear out form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 171-2-3297
(717) 233-3001

TITLE:

PUBLISHER:

ADDRESS:

COST:

FOR USE WITH: __ GRADE LEVEL ___ TEACHERS
___ ADMINISTRATORS

YOUR NAME:

DAY TEL:

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APPENDIX 6

CASE SITUATIONS TO INCLUDE IN NEXT ISSUE

In future guides we will include additional cases of racial/cultural situations principals face.

If you have suggestions for a multicultural situation you would like to see included, please complete this form and return to:

Dr. Frank Manchester
PAESSP
Multicultural Sensitivity Project
801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001

SITUATION:

POINTS TO CONSIDER:

SUGGESTIONS FOR RESOLVING:



**PENNSYLVANIA ASSOCIATIONS OF ELEMENTARY
AND SECONDARY SCHOOL PRINCIPALS**

MULTICULTURAL SENSITIVITY PROJECT

801 North Second Street
Harrisburg, PA 17102-3297
(717) 233-3001