# Developing Asset-Based and Effective Dual Language Programs: 8 Steps to Success!

Dr. Kristin Percy Calaff NABE Conference February 21, 2025





All students prepared for post-secondary pathways, careers, and civic engagement.

Transform K–12 education to a system that is centered on closing opportunity gaps and is characterized by high expectations for all students and educators. We achieve this by **developing equity-based policies and supports** that empower educators, families, and communities.

- Ensuring Equity
- Collaboration and Service
- Achieving Excellence through Continuous Improvement
- Focus on the Whole Child

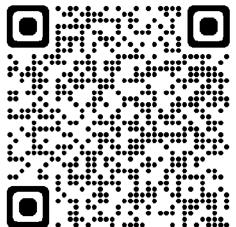


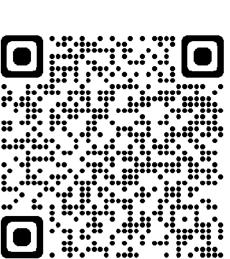
### WA Multilingual Learner Statewide Strategic Plan

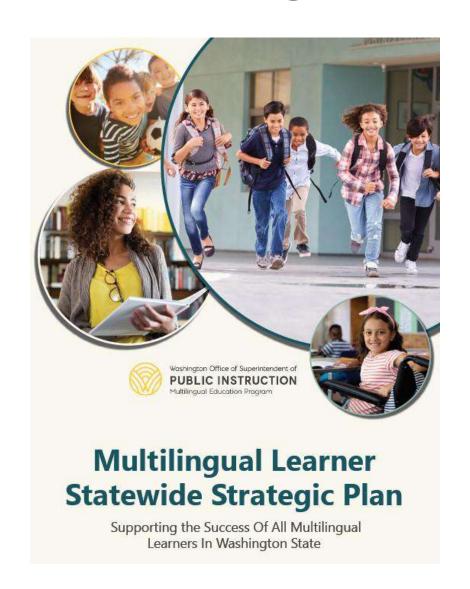
#### Core Principles:

- Promote Asset-Based Mindsets
- Strengthen Instructional Practices
- Provide Support for Educators
- Engage Students and Families

Download the Plan









### WA State Dual Language Program Guide

#### INTRODUCTION

Districts should follow these seven essential steps to develop strong dual language programs.

Step	Actions					
Step 1: Build Knowledge and Advocacy	Develop initial understanding of dual language for district and school leaders, teachers, staff, and families.     Recruit a diverse advisory group and secure long-term commitment and involvement at all levels of the organization.     Conduct a needs assessment to collect data about students to be served, district resources and community interests.					
Step 2: Develop a Program Mission, Vision, and Goals	Collaboratively write clear vision and mission statements with guiding principles based on dual language literacy, research, and policy.     Define the three goals of dual language at the local level.					
Step 3: Design or Adopt a DL Program Model	Determine the dual language program model (90/10, 80/20, 50/50) that best fits student and community needs with consensus among all stakeholders.     Develop a consistent, research-based language allocation plan.     Design P-12 pathways for long-term program sustainability.					
Step 4: Develop Enrollment and Family Outreach Plans	Determine clear enrollment policies that allow for equitable access for multilingual English learners who speak the program language.     Create outreach plans to inform families about the dual language program, explain enrollment policies and procedures, and ensure ongoing family engagement in the program.					
Step 5: Align Curriculum and Resources	Review district curriculum and identify high-quality curricular resources in both languages aligned to the language allocation plan.     Procure culturally and linquistically sustaining resources in both languages and develop year-long curriculum maps and unit plans.					
Step 6: Establish a Staffing and Professional Learning Plan	Develop plans for recruiting, hiring, and retaining multilingual teachers and staff members.     Design a long-term professional learning plan for teachers, paraeducators, district and school administrators, and board members that ensures deep understanding of best practices for dual language implementation.     Align district resources to develop a sustainable plan for ongoing professional development and support.					
Step 7: Develop a Plan for Assessment and Program Evaluation	Determine how students will be assessed in both program languages in content, language, and literacy to monitor student progress and inform instruction.     Develop a clear process for annual evaluation of the dual language program to develop continuous improvement plans at the school and district level.					

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#### STEP 1: BUILD KNOWLEDGE AND ADVOCACY

Districts and schools need to begin the process of starting a dual language program by building the knowledge of key advocates, securing long-term commitments, and gathering data. These activities can ground advocacy efforts in research and the local context and lay the foundation for success.

#### Step 1a. Develop initial understanding of dual language for district and school leaders, teachers, staff, and families.

A strong foundation in the research and benefits of dual language programs can help dispel common myths,

misconceptions, and fears. District and school leaders, teachers, staff members, and families need to develop understanding in the following areas: CAL Guiding Principles Strand 7: Support & Resources

Principle 1-A, B, & C: Program and district administrators and instructional and support staff have adequate knowledge to support and lead the program. Families and community members have adequate knowledge to support and advocate for the program.

- Research and outcomes of dual language programs,
- Three goals/pillars of dual language: bilingualism and biliteracy, academic achievement, and sociocultural competence,
- Dual language program models including two-way and one-way models for both multilingual learners and fluent English speakers,
- Language allocation plans across grade levels (90/10, 80/20, and 50/50), and
- Policies and procedures for enrollment, staffing, and resource allocation.



Key advocates and leaders should attend conferences, workshops, and state-sponsored professional learning opportunities to build their knowledge in these areas and then develop ways to disseminate this information to the rest of the school and district community.

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## Download the Guide





### Alignment to the CAL Guiding Principles

- Each of the 8 steps includes 2-3 parts (a, b, c)
- Each part is aligned to one or more of the CAL Guiding Principles
- Specific guidance
   & tips are detailed
   for each

#### STEP 1: BUILD KNOWLEDGE AND ADVOCACY

Districts and schools need to begin the process of starting a dual language program by building the knowledge of key advocates, securing long-term commitments, and gathering data. These activities can ground advocacy efforts in research and the local context and lay the foundation for success.

# Step 1a. Develop initial understanding of dual language for district and school leaders, teachers, staff, and families.

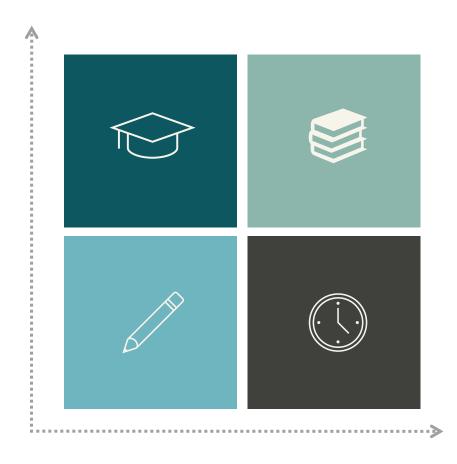
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Principle 1-A, B, & C: Program and district administrators and instructional and support staff have adequate knowledge to support and lead the program. Families and community members have adequate knowledge to support and advocate for the program.



### 8 Steps for Dual Language Development



1: Build Knowledge & Advocacy

2: Develop a Mission & Vision

3: Adopt a Program Model

4: Plan Enrollment & Family Outreach

5: Align Curriculum & Resources

6: Establish a Staffing & PL Plan

7: Strengthen Instructional Practices\*

8: Plan for Assessment & Evaluation





1: Build Knowledge & Advocacy

### Knowledge & Advocacy

**Step 1a.** Develop initial understanding of dual language for district and school leaders, teachers, staff, and families.

**Step 1b.** Recruit a diverse advisory group and secure long-term commitment and involvement at all levels.

**Step 1c.** Conduct a needs assessment to collect data about students to be served, district resources, and community interests.

#### **CAL Guiding Principles:**

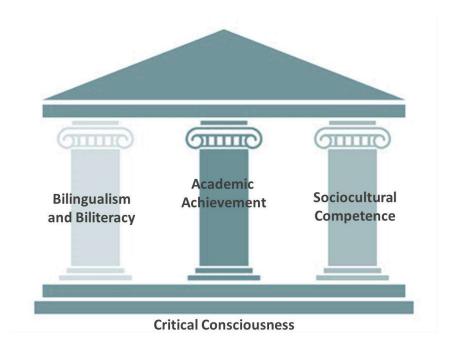
- Strand 7: Support & Resources | Principle 1 A-C, 3A & 3D
- Strand 6: Family & Community | Principle 3A





### Critical Components for Understanding

- Research and Benefits
- 3 Pillars of Dual Language (Mission, Vision, & Goals)
- Types of Program Models (90/10, 80/20, 50/50)
  - One-Way, Two-Way or WL Immersion
  - Language Allocation
- Policies & Procedures for...
  - Enrollment
  - Staffing
  - Resources





### Dual Language Advisory Board

Guides development & continuous improvement of the Dual Language Program

- Meets at least 2-4 times per school year
- Provides input and guidance on:
  - Determining which schools & languages will be prioritized
  - Conducting outreach to the community
  - Addressing enrollment considerations & hiring staff
- Should include:
  - Parents/family of multilingual learners (MLs) and current or former MLs
  - Teachers, paraeducators, school & district leaders, school board members
  - Community members from the language represented





### Critical Data for a Needs Assessment

#### Student Data

- Student demographic data and trends
- Current student academic outcomes for MLs
- Student strengths and challenges

#### District Resources

- Bilingual Staff
- Curricular materials and resources
- Professional learning & instructional initiatives
- Funding sources
- Community Interests & Resources







2: Develop a Vision, Mission, and Goals

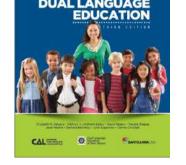
### Vision, Mission, and Goals

**Step 2.a:** Collaboratively write clear vision and mission statements with a set of guiding principles based on dual language literacy, research, and policy.

**Step 2.b:** Define the three goals of dual language at the local level.

#### **CAL Guiding Principles**

• Strand 1: Program Structure | Principles 1 A-D





#### Vision Statement

A **vision** is your program's goal—where you hope to see it in the future.



#### **Questions to consider:**

- Who is the program designed for?
- What are the goals and expected outcomes for students?
- What are the long-term benefits of the program for the entire community?

#### The vision statement may state something like...

"The dual language program at... is designed to... so that all students..."



#### Mission Statement

A **mission** provides an overview of the steps planned to achieve that goal.



- What key steps will be involved in achieving the vision?
- Who will need to support and champion the vision for it to be realized?
- How will the program focus on key tenets of the vision and goals?

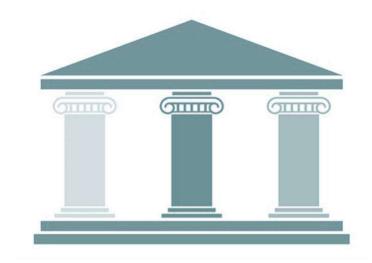
#### The mission may follow the vision statement with...

"We will achieve these goals by..."





### Defining the Three Goals



#### **Bilingualism and Biliteracy**

• When is a student considered to be fully bilingual and biliterate?

#### **Academic Achievement**

How will grade-level academic achievement be defined and measured?

#### **Sociocultural Competence/Critical Consciousness**

What are ways that sociocultural competence will be demonstrated?



### Reflection 1



What have you done to build knowledge and advocacy and develop a strong vision, mission and goals?





3: Design or Adopt a Program Model

### Program Models

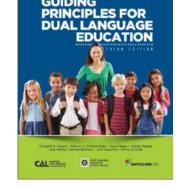
**Step 3.a:** Determine the dual language program model (90/10, 80/20, 50/50) that best fits student and community needs with consensus among all stakeholders.

Step 3.b: Develop a consistent, research-based language allocation plan.

**Step 3.c:** Design P-12 pathways for long-term program sustainability.

#### **CAL Guiding Principles:**

• Strand 1: Program Structure | Principles 1F, 2D, & 4B





### WA Dual Language Program Types

Who will the program serve?

- **Two-way Dual Language** serves both multilingual learners (at least 30%) and English proficient students (at least 30%)
- One-way Dual Language serves mostly or all multilingual learners from one language group
- World Language Immersion serves mostly English speakers with less than 30% MLs





### 90/10 & 50/50 Program Models

**90/10** (or 80/20)

	К	1	2	3	4	5	6-12
Target Language	90%	80%	70%	60%	50%	50%	50%
English	10%	20%	30%	40%	50%	50%	50%

#### 50/50

	K	1	2	3	4	5	6-12
Target Language	50%	50%	50%	50%	50%	50%	50%
English	50%	50%	50%	50%	50%	50%	50%



### Language Allocation

# Language allocation across the day for student groups

Spanish	English
<b>Group 1:</b> Spanish Language Arts Science & Health	<b>Group 2:</b> English Language Arts/S.S. Mathematics
<b>Group 2:</b> Spanish Language Arts Science & Health	<b>Group 1:</b> English Language Arts/S.S. Mathematics

# Language allocation across the years by grade level

Grades	Spanish	English
K-2	Spanish LA/S.S. Math	English LA/Science Science & Health
3-5	Spanish LA/Science Science & Health	English LA/S.S. Math
6-8	Spanish LA/S.S. Science Advisory	English LA/S.S. Math Electives
9-12	Spanish LA/S.S. Math Elective (student choice)	English LA Science Elective (student choice)



# Sample Elementary Plan

	K-1	2	3	4	5
	90/10	80/20	70/30	60/40	50/50
English	(30 min.) ELA	(60 min.) ELA/S.S.	(90 min.) SEL ELA/S.S.	(120 min.) ELA/S.S. Math	<u>A Day</u> (150 min.) SEL, ELA/S.S., Math
			<i>,</i>		<u>B Day</u> (150 min.) ELA, S.S., P.E.
Spanish	(270 min.) SEL SLA Math Science/S.S. PE/Music/Art	(240 min.) SEL SLA Math Science PE/Music/Art	(210 min.) SLA Math Science PE/Music/Art	(180 min.)  SEL  SLA  Science PE/Music/Art	A Day (150 min.)  SLA, Science, Music/Art  B Day (150 min.)  SEL, SLA, Math  (Alternate Science/S.S.  units across languages)

### Sample Middle School Plan

6 <sup>th</sup> Grade <u>Partner</u> <u>Language</u>	6 <sup>th</sup> Grade <u>English</u>	6 <sup>th</sup> Grade Elective
Language Arts/S.S. (alternate units) Math	Language Arts/S.S. (alternate units) Science	1 in English 1 in Partner Language
7 <sup>th</sup> Grade <u>Partner</u> <u>Language</u>	7 <sup>th</sup> Grade <u>English</u>	7 <sup>th</sup> Grade Elective
Social Studies (integrated LA) Science	Language Arts Math	1 in English 1 in Partner Language
8 <sup>th</sup> Grade <u>Partner</u> <u>Languag</u> e	8 <sup>th</sup> Grade <u>English</u>	8 <sup>th</sup> Grade Elective
Social Studies/L.A. (1/2 year each) Science	L.A./Social Studies (1/2 year each) Math	1 in English 1 in Partner Language



# Sample High School Plan

9 <sup>th</sup> Grade Option 1	10 <sup>th</sup> Grade Option 1	11 <sup>th</sup> Grade Option 1	12 <sup>th</sup> Grade Option 1
Spanish Language Arts Core in Spanish Elective in Spanish	AP Spanish Language Core in Spanish Elective in Spanish	AP Spanish Literature or College in the HS Core in Spanish Elective in Spanish	Spanish for Special Purposes (i.e., translation, teacher academy, etc.) or College in the HS Core in Spanish Elective in Spanish
9 <sup>th</sup> Grade Option 2	10 <sup>th</sup> Grade Option 2	11 <sup>th</sup> Grade Option 2	12 <sup>th</sup> Grade Option 2
AP Spanish Language Core in Spanish Elective in Spanish	AP Spanish Literature or College in the HS Core in Spanish Elective in Spanish	Spanish for Special Purposes (i.e., translation, teacher academy, etc.) or College in the HS Core in Spanish Elective in Spanish	Spanish for Special Purposes (i.e., translation, teacher academy, etc.) or College in the HS Core in Spanish Elective in Spanish





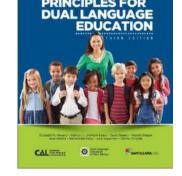
4: Develop Enrollment & Outreach Plans

### **Enrollment & Family Outreach**

**Step 4.a:** Determine clear enrollment policies that allow for equitable access with priority for multilingual English learners who speak the program language.

**Step 4.b:** Create plans for outreach to inform families about the program, explain enrollment policies and procedures, and provide family choice.

CAL Guiding Principles:
Strand 6: Family & Community | Principles 1, 1A, 1B, 2 & 2D





### **Enrollment Policy Considerations**

- Where are students located?
- Will transportation be needed and/or provided?
- How will you ensure equitable access to the program?
- How will multilingual learners be prioritized?
- What will happen if a waitlist is required?
- If the program is schoolwide, how will families be able to opt in/out of the program?
- When can students enter the program?
- How will you handle attrition and class sizes in upper grades?





### Communicating about the Program

#### Web-based:

 Website, social media, videos, e-mails, online registration

#### Paper-based:

Flyers, posters, printed slides

#### In-person:

Information sessions, phone & face-to-face communication



### **Enrollment Procedure Examples**

Take a look at some of these websites for districts in Washington to see how dual language enrollment is addressed.

What ideas might you use?

- Bellevue
- Bethel
- Highline
- Kennewick
- Lake Washington
- Walla Walla















### Reflection 2



What program model does your school or district use?

How do you provide outreach to families for enrollment?





5: Align Curriculum and Resources

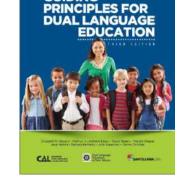
### Curriculum & Resources

**Step 5.a:** Review district curriculum and determine alignment of curricular resources in both languages.

**Step 5.b:** Procure culturally and linguistically sustaining resources in both languages that align to the DL program model and language allocation plan.

#### **CAL Guiding Principles:**

• Strand 2: Curriculum | Principles 1B, 1E, 2B, 2C, & 2E





### Curriculum Alignment Process

- 1. Review current curricular adoptions & materials
- 2. Research availability of curriculum in partner language based on **language allocation plan**
- 3. Review materials for bias, authenticity, and quality:
  - OSPI: Screening for Biased Content in Instructional Materials
  - WIDA Prime Materials aligned with the WIDA Standards
  - EdReports Reviews curricular materials for quality
- 4. Determine choices for purchasing & translation needs





### Curriculum Planning

- 1. Develop a **scope and sequence** using:
  - Content Standards
  - Language Arts Standards for both languages
  - Language Development Standards for both languages (WIDA)
- 2. Create a **year-long curriculum map** to develop themes and coordinate instruction across languages
- Develop unit plans to integrate content, language, and literacy and scaffold instruction
- 4. Determine resources and materials needed to support units



Photo from the Center for Teaching for Biliteracy



### Collaborative Unit Planning

Use the Collaborative Planning Template to plan for integrated content, language, and literacy:

- <u>Step 1</u>: WIDA ELD/SLD Standards
- <u>Step 2</u>: Key Language Uses
- <u>Step 3</u>: Language Expectations
- <u>Step 4</u>: Functions and Features

#### Collaborative Planning Template Collaborative Planning for Content and Language Integration Use the Collaborative Planning Template to plan content units with a language focus. Step 1: Locate relevant WIDA ELD Standards by examining the unit's content standards. Zoom In Collaboration Questions Plan for the Unit Start with Unit Content What content concepts and Standards topics do we expect our students to learn? What disciplinary practices do we want our students to develop? Which ELD Standards Find the Relevant ELD Standards Statement align with the content standards? Tap into Student Assets in · How can we tap into our the Unit students' prior knowledge, experiences, and interests as we launch this unit?

#### Plantilla de Planificación Colaborativa Planificación Colaborativa para la Integración de Contenido y Lenguaje Usa la plantilla de planificación colaborativa para planear unidades de contenido con el enfoque linaüístico. Paso 1: Localice los estándares del Marco DALE de WIDA relevantes examinando los estándares de contenido de la unidad. Preguntas de colaboración Comience con los estándares ¿Qué conceptos y temas de de contenido unitario contenido esperamos que aprendan nuestros estudiantes' ¿Qué prácticas disciplinarias queremos que desarrollen nuestros alumnos? Encuentra los estándares del ;Cuál declaración de estándares del lenguaje se desarrollo del lenguaje relevantes (del Marco DALE) alinea con los estándares de Aproveche los activos de los ¿Cómo podemos estudiantes en la unidad aprovechar los conocimientos, experiencias e intereses previos de nuestros estudiantes al lanzar esta unidad?





6: Establish Staffing & Professional Learning Plans

# Staffing & Professional Learning

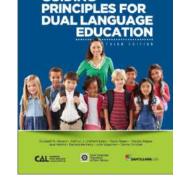
**Step 6.a:** Develop plans for recruiting, hiring, and retaining multilingual teachers and staff members.

**Step 6.b:** Design a long-term professional development plan for all stakeholders (teachers, paraeducators, district and school administrators, board members, and families) that ensures deep understanding of dual language program implementation and best practices.

**Step 6.c:** Align district resources to develop a sustainable plan for ongoing professional development and support.

#### **CAL Guiding Principles:**

• Strand 5: Staff Quality & PD | Principles 1A, 1B, 2A, 2C & 2E





### Staff Recruitment & Retention

#### Language Proficiency Assessment

Assess in advance using a formal assessment, not during an interview

### Planning for Positions

Hire in advance for higher grade levels & for support roles

#### Recruitment & Hiring

Use DL networks, plan for culturally responsive interviews

#### **Teacher Retention**

Prevent burnout due to lack of support, materials, and translations



### Professional Development Plan

What professional learning will be offered across the year? How will DL be integrated in **all** PD?

Date/Time	Purpose	Audience
Planning Year	Dual Language 101	All Staff, District Leaders
August before launch	Dual Language "Boot Camp" (research review, scaffolds & strategies, language use, cultural responsiveness)	New grade level & support staff
Early fall	Dual Language Advocacy & Support	All Staff
August/September	Dual Language Orientation	DL Families
Mid-Year	Dual Language Pitfalls & Challenges	New grade level & support staff
End of Year	Lessons Learned/Planning for Year 2	Current & new grade level



# Aligning Resources to Support Professional Learning

- **Time** What non-instructional times are available? How can these be used?
- Funding What funds are available? How can these be used for...
  - Guest presenters/consultants
  - Conferences or workshops
  - Extra time for teachers to participate in PL and/or collaboration
- Personnel What staff members can support professional learning for DL?
- **Structures** What current structures already exist in the district and/or school for professional learning? How can these be leveraged to support DL?



### Reflection 3



How are you aligning and supporting both languages through curricular planning and professional learning?





7: Strengthen Instructional Practices

### Instructional Practices

**Step 7.a:** Ensure academically rigorous, standards-based instruction that integrates content, language, and literacy.

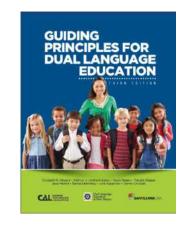
**Step 7.b:** Utilize sheltered instruction strategies and provide language development for multilingual learners in the program.

**Step 7.c:** Promote appropriate separation of languages and translanguaging strategies to support strong language development in both languages.

#### **CAL Guiding Principles:**

• Strand 3: Instruction | Principles 1B, 1C, 1D, 1G, 2A, 2B, & 2E

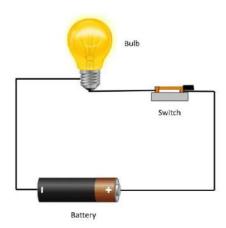




### Ensuring Academic Rigor

- Why teach more content in dual language?
  - Science and Social Studies learning about the world
- Building an Integrated Content-based Unit:
  - Weeks 1-2: Building oral language, vocabulary, and background knowledge through hands-on experiences & shared reading/media
  - Weeks 3-4: Reading independently and in groups to develop greater knowledge and research topics of interest
  - Weeks 5-6: Writing about the content through a performance-based task or project & assessing the task using a rubric that separates language, literacy & content





#### Learning More about Batteries: What do batteries have in common?

#### Many Sizes and Shapes of Batteries

We use batteries every day. They are portable, reliable ways to power flashlights, cell phones, cars, and radios. Batteries are made in different sizes and shapes. From tiny hearing aid batteries to large car batteries, batteries hateries have low batteries, batteries have to change them or recharge them. Some batteries can be recharged. These batteries have different chemicals inside compared to disposable batteries.



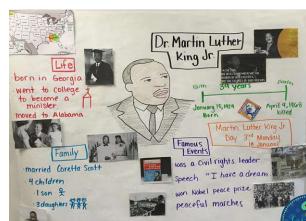


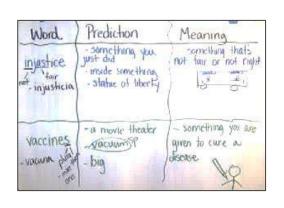
### Supporting Multilingual Learners

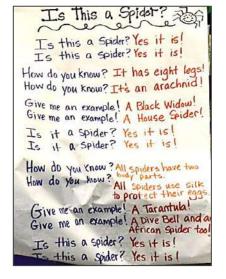
#### **Accessible Content**

- Visuals & media
- Scaffolding content
- Using layered texts
- GLAD, SIOP, & UDL strategies









### **Language Development**

- Integrated and designated
- Tier 2 vocabulary
- Sentence stems
- ELD and SLD standards
- Small group supports

## Translanguaging & Separation of Languages

- Teacher use of language
  - Modeling the target language during each block
  - Being a "lead learner"
  - Partnering to support cross-linguistic analysis
  - Planning for authentic and intentional use of translanguaging
- Student use of language
  - Setting students up for success through modeling
  - Providing scaffolds for partner/group interactions
  - Direct Feedback recasts, clarifications, elicitations







8: Plan for Assessment & Program Evaluation

### Assessment & Program Evaluation

**Step 8.a:** Determine how students will be assessed to monitor student progress in both languages in content, language, and literacy to inform continuous improvement and individual supports.

**Step 8.b:** Develop a clear process for annual evaluation of the dual language program to develop continuous improvement plans at the school and district level.

#### **CAL Guiding Principles:**

• Strand 4: Assessment & Accountability | Principles 2, 2A, 3A & 3C





### Developing a Plan for Assessment

- How will you assess students' language, literacy, and content at each grade?
- When do you need data in both languages and how frequently?
- Which tools will provide useful data?
- Who will manage assessments at each level (classroom, school, district)?

	English	Spanish (or other language)
Language	WIDA ACCESS WIDA MODEL (or other formative assessment)	STAMP, AAPPL or other language assessment Formative Classroombased Assessments
Literacy	K-2 Literacy Screeners Reading/Writing Assessments	K-2 Literacy Screeners Reading/Writing Assessments
Content	SBA District or Classroom- based Assessments	District or Classroom- based Assessments



### **Engaging in Program Evaluation**

#### Tips:

- Assemble a team
- Gather data in advance
- Use family surveys
- Engage staff during meetings

**Alignment** 

Align surveys & questions to the CAL Guiding Principles

**Engagement** 

Engage DL students, families, and staff in the process

**Evaluation** 

Use ratings to determine priority areas for improvement

**Planning** 

Determine next steps for program improvement plans



### DL Program Implementation Survey

#### **WA Statewide Survey:**

- 20 items aligned to the 8 steps
- CAL Guiding Principles listed
- 4-point rating scale
- Data shared with each district and for state total





### Dual Language Program Planning Checklist

- Tool for action planning & accountability in the planning process
- Great for new programs or expanding to new schools/levels

Step 1a. Develop an initial understanding of dual language for district and school leaders, teachers, staff, and families.			
Action Steps	Complete by	Notes	Next Steps
Determine key advocates			
Build an understanding of research & benefits of DL			
Register and attend conferences, workshops, and PD opportunities			
Step 1b. Recruit a diverse stakeholder group and secure long- term commitment and involvement at all levels.			
Action Steps	Complete by	Notes	Next Steps
Recruit members for the DL advisory			
Set meeting dates for the DL advisory group			
Determine members of the DL workgroup			
Identify DL Champions			
Step 1c. Conduct a needs assessment to collect data about students to be served, district resources, and community interests			
Action Steps	Complete by	Notes	Next Steps
Examine demographic trends			
Examine disaggregated academic data of current, exited, and non-qualifying ML students.			
Examine qualitative data related to the strengths and challenges of identified student groups			
Identify district resources such as staffing, curriculum, and funding for DL implementation			
through surveys, community meetings, and focus groups			

**DL Program Planning Checklist** 



### Reflection 4



How are you supporting strong instruction and assessment in both languages and engaging in program evaluation for continuous improvement?





Questions and Resources

### Resources

#### Webpages:

- Washington OSPI Dual Language Education & Resources
- Dual Language Education: What Families Should Know









Connect with us!



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