



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2023.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

PROGRAM INFORMATION

County: Chesterfield

Program Title: Bilingual Liaisons in Chesterfield County Public Schools

Program Category: Communications

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Joseph P. Casey, Ph.D.

Title: County Administrator

Signature: Joseph P. Casey, Ph.D.

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email=caseyjoe@chesterfield.gov, c=US
Date: 2023.06.27 12:07:19 -04'00'

Bilingual Liaisons in Chesterfield County Public Schools
(Communications Category)

Abstract of the Program:

Chesterfield County Public Schools has created positions in ten elementary schools, three middle schools, and one high school in which a high percentage of the student's population's home language is Spanish. Bilingual Liaisons' mission is to continue to create equitable opportunities for families to be fully knowledgeable about their children's education, creating bridges to access information, workshops, and school events, where language may have been an obstacle before. Bilingual Liaisons work tirelessly to successfully ensure pathways to communication, participation, and engagement and to empower families to improve academic outcomes for their children. These critical employees create and facilitate the incorporation of caregivers whose primary language is Spanish into the education of their children while fostering trusting relationships and designing programs and workshops in direct response to the needs expressed from their school community. Bilingual Liaisons are well-versed in school and community resources which serve the needs of the Spanish-speaking families in their schools while building an understanding of Chesterfield County Public School's education system.

Problem or need addressed by the program:

Chesterfield County Public Schools strives to provide the families of the students that they serve with multiple opportunities to provide feedback. When Town Hall Meetings are held, every effort is made to ensure that there are options for Spanish-speaking families and caregivers to attend a session that will either be held fully in Spanish or in which an interpreter will be present to interpret the meeting. When asked what would improve their ability to fully engage in their children's education, the Spanish-speaking community requested that a staff member be present at their children's schools who would be available to help them to realize the opportunities that were present for them to participate in

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the schools as well as to help guide them in understanding the school system as a whole. The Bilingual Liaison position was created in direct response to these requests.

Program Description:

The overarching objective for Bilingual Liaisons is to create opportunities for families to be fully knowledgeable about their children's education and to create bridges for engagement where language may have been an obstacle to families before. Bilingual Liaisons work tirelessly throughout the year to successfully ensure pathways to communication, participation, and engagement. Their daily goal is to empower caregivers to improve academic outcomes for their children. These critical employees create opportunities for and facilitate the incorporation of caregiver voice whose primary language is Spanish into the education of their children while fostering trusting relationships and designing programs and workshops in direct response to the needs expressed from their school community.

The positions have been fully functioning in fourteen of our schools for two years. Bilingual Liaisons provide the families that they serve with continuous opportunities for feedback so that they may continue to improve their practice and bring relevant help and resources to the school community. Chesterfield County Public School's goal is to continue to provide these valuable employees with the opportunity to continually improve in their practice so that they can continue to build trust between the school, students, and families.

Of the fourteen Bilingual Liaison positions currently in our schools, eleven of them are in Title I schools. The Title I Office has partnered with the Bilingual Liaisons in providing Professional Development opportunities and information for how to access Parent Involvement funding where appropriate and applicable to the needs of the families and students that they serve.

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The Bilingual Liaison position aligns with all four core values in CCPS' Imagine Tomorrow. Here are a few key examples.

Integrity: Bilingual Liaisons demonstrate citizenship by showing respect and taking responsibility for the Latinx community in their schools.

Equity: Bilingual Liaisons assist leadership in creating a culture in their schools which is open to different backgrounds and is accepting of voices regardless of mastery of the English language. Bilingual Liaisons also identify inclusion barriers and work to remove them.

Teamwork: Effective Bilingual Liaisons build trusting relationships with families and caregivers that demonstrate compassion and empathy in order to work effectively within the school community utilizing an asset-based approach.

Ingenuity: Effective Bilingual Liaisons approach challenges in creative ways and work with an open mind toward possibilities.

All Goals in Imagine Tomorrow will be positively impacted by increased and improved family/caregiver engagement. Key examples include the following:

Goal #1

Objective 1.4 - Absenteeism will decrease due to improved communication and engagement.

Goal #2

Objective 2.4 - Bilingual Liaisons will help to reflect the student demographic population.

Objective 2.6 - Bilingual Liaisons will serve to increase community satisfaction and engagement with the Latinx community.

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Effective Bilingual Liaisons will serve to achieve goals and objectives for the school division in Strategic Priority Areas. A few key examples are:

Strategic Priority Areas

1.

- Bilingual Liaisons will use learners' interests, culture, and community to positively impact contextualized learning.
- Effective Bilingual Liaisons will model integrity, equity, teamwork, and ingenuity.

6.

- Effective Bilingual Liaisons assist in implementing an effective school-based equity committee.

8.

- Effective Bilingual Liaisons are a bridge in developing pathways for students to connect with outside organizations and companies that support the development of personalized success plans reflective of their interests.
- Bilingual Liaisons serve to support families through post-secondary exploratory events and CCPS social media highlights.

9.

- Effective Bilingual Liaisons utilize the Dual Capacity Building Framework for Family-School Partnerships linking family engagement student achievement.

10.

- Effective Bilingual Liaisons partner with organizations and companies to create opportunities for student support in career awareness, exploration, and planning where applicable
- Bilingual Liaisons will host regular family engagement forums with various sessions focused on how families can support their children throughout K-12 and beyond.

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11.

- Effective Bilingual Liaisons can serve to enhance the use of school leadership voice in facility discussions.
- Bilingual Liaisons can serve to communicate needs to external stakeholders, particularly in the Latinx community to develop support in the use of resources that allow for building improvement or new development.

12.

- Bilingual Liaisons participate in ongoing professional learning in order to continually develop cultural responsiveness to practice in their role and potentially share with school-based staff.

13.

- Effective Bilingual Liaisons can serve to create a menu of options for their school to utilize to effectively develop the success of students, parents/caregivers, and communities.

15.

- Effective Bilingual Liaisons can facilitate wide communication of the division vision regarding equitable, culturally responsive, respectful environments.
- Bilingual Liaisons will provide internal and external stakeholders with the opportunity to give feedback on relationships with operational staff.

In summary, Bilingual Liaisons serve to empower families whose primary language is Spanish to ensure the academic achievement of their children. They work hard to identify and remove barriers to full engagement and they provide access to school and community resources for the families of the students in their schools. Bilingual Liaisons seek to continually improve in their practice through

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professional learning so that they may ensure that they are bringing the best of themselves to the communities they serve.

Advancing Diversity, Equity, and Inclusion:

The Bilingual Liaison position aligns with all four core values in CCPS' Strategic Plan called Imagine Tomorrow. Specifically, the core value of equity is addressed through the Bilingual Liaisons' daily mission of creating a culture in each of their schools which honors diverse backgrounds and voices regardless of mastery of the English language. The schools in which the Bilingual Liaisons serve have a poverty level of 35% or higher as of January 2023. Eleven of the fourteen schools who have a Bilingual Liaison receive Title I funding. In Chesterfield County Public Schools, we strive to identify and address socioeconomic disparities within our schools in a way which identifies and removes barriers and respects the life experiences of each of our students and their families.

Program Cost:

In Chesterfield County Public Schools, our expected annual spend (FY23) is \$950,000 for fourteen Bilingual Liaisons, which will fund salaries and benefits for all fourteen individuals. In total, we have \$2,627,000 budgeted over the 3 year pilot for the program. A county interested in replicating the program would only incur the cost of salary and benefits for each individual hired. Professional Learning opportunities come from central office employees and other community members and resources, therefore there is no additional cost related to that. There are of course, no capital costs for these employees.

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Program Results/Success:

The goals and objectives for the Bilingual Liaisons are to create and build relationships between school and families that engage parents and caregivers and empower them to maximize outcomes for students. Participation in school events and workshops has increased exponentially since the inception of the program. Surveys and focus groups are utilized to track effectiveness and through the data we are able to identify ways in which the program has been successful as well as areas for improvement. When asked how Bilingual Liaisons could improve in their second year, a response that was received was “We need more opportunities to volunteer where language would not be a hindrance.” Through this feedback, opportunities for caregivers to partner with teachers and administrators to volunteer throughout the school day were created. Examples include car-rider help, lunchroom help, and increased Watch D.O.G.S. participation (Dads Of Great Students).

Bilingual Liaisons are provided quarterly Professional Development opportunities in which they get to engage with one another to exchange resources and ideas. These opportunities also include presentations provided through Chesterfield County Public Schools’ central Family Engagement Support staff through which the liaisons learn about current and best practices in family engagement. Guests are invited to share information about the resources that their organizations provide for the community, the process to receive help, and the target audiences that they serve. Bilingual Liaisons are provided opportunities to give feedback regarding levels of support that they need as well as strategies to enhance their work.

“The challenges that students in America’s public schools face cannot be solved by educators alone; nor can these problems be solved by parents or families alone. Students in schools across this nation are confronted by critical social, emotional, and environmental problems. More collaboration between the school and home will need to be focused on dealing with these problems.”

(Drake, 2000, p.34)

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In Chesterfield County Public Schools, we recognize that connection, relationships, and trust are the cornerstones of successful family engagement. We strive to provide diverse pathways for families to engage in their children's education. In order to achieve academic success for our students, we ensure that our approach "recognizes the significance of families and the contributions of schools as a necessary framework for working together in complementary efforts toward common goals to maximize success for students as learners" (Christenson & Sheridan, 2001).

The students that have been impacted by the implementation of this dynamic program have shown improvement in attendance as well as academic performance. Families whose first language is Spanish and whose students attend a school that has a Bilingual Liaison have expressed that they feel more empowered to engage in their child's learning due to the confidence gained through the relationships forged with the staff at their child's school, made possible through the work of the Bilingual Liaison.

Worthiness of an award:

The creation of the Bilingual Liaison position has had positive impacts in a short period of time on Chesterfield County Public Schools' children and youth. The positions were created in direct response to the requests of the community that is impacted by these hard-working individuals. The trusting relationships that have been fortified through the roles that these employees have taken on have enhanced the lives of so many. The direct feedback that has been received from the community that has benefitted from these employees has been overwhelmingly positive. When asked, "How has your school's Bilingual Liaison helped you, your family, or your child?" a mother explained the impact that has been made in her life;

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“I’m new. I came from North Carolina. I came to Chesterfield and they helped me with my daughter to go through testing, the diagnosis, and getting a wheelchair. The liaison connected me with doctors and knowing where to go. I never could have my child in school in North Carolina. They wouldn’t have my child there. They said her needs were too severe. Here I was finally able to have my daughter in school. My heart hurt because she would see everyone go off to school in North Carolina, but not her. Here, the liaison made sure she could go to school, made sure she had everything she needed. She put me in touch with specialists that I didn’t even know existed. I never thought I could get help due to my status. Our lives changed since moving to Chesterfield.”

Supplemental Materials:

- Event Links and pictures (attached)

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Bilingual Liaisons

Supplemental Materials:

[2021-22 Event Link](#)

[2022-23 Event Link](#)



You are
CAPABLE
of **MORE**
than
you know.





