

## Student Action Plans

**The Goal of Action Plans:** Create your desired impact in your community. Your action plans may be school community-based: a whole school activity, decoration, event, book read, presentation, or school reflection, for example. They may also be centered around outside-of-school community outreach: local library, museum, monument, restaurant, small business, cultural and/or community center-based. Alternatively, your action plan may be centered around serving an individual, if you choose this focus, make sure they are included and prioritized in all conversations and plans.

1. **Start** by reflecting on your club's big-picture goals and intentions
2. Then, reflect on your student school audit to identify the most pressing needs
3. **Next**, brainstorm, as a club, what needs you most want to address and what interventions you would be most excited about
4. **After** you have engaged in a high-level reflection, Complete the Action Plan form,
  - a. Guiding Questions and Template can be found at the end of the document
5. **Finally**, on a calendar, map out when you want to implement larger action plans
  - a. Ideally every meeting, you will set a goal for a mini-intervention in culture, which can be accomplished by the next meeting in addition to larger multi-week/month action plans
    - i. It is important to use a calendar so you can keep track of moving deadlines and goals

## Goals and Intentions

Establish your intentions for the club and how you plan to measure impact. All of these decisions can be changed after your first meeting, but it will be helpful to go into recruitment with a clear vision.

- Why, as founding members, were you inspired to start/join this club?
  - How can you maintain that excitement?
  - How can you grow your vision of what is possible?
- What is a change that would make you feel like your club has made an impact?

- How do you want the community to think about / engage with your club?
- What does growing your club / increasing your impact look like to you?

## Action Plan Creation Questions

**What is your driving idea or question?** What are you curious about? Is there anything you have noticed in your school community: hallways, classrooms, cafeteria, sporting events, or assemblies that you want to amplify? Anything you want to change?

- Reference the notes you took from your discussion of your Student-School Culture Audit.

### ❖ Student-School Culture Audit

**What will you do?** Based on what interests you and what you have noticed. What type of action are you interested in taking that could help support your newcomer and immigrant-origin peers? Are you interested in a school initiative, outside community engagement, or individual peer intervention action plan?

**For whom?** What groups, students, and/or community members are you hoping to reach/serve?

**To change what and why?** What challenges have you identified and why are you developing an action plan to change them?

- If you notice something powerful in your community that you are hoping to amplify, what you are seeking to "change" would then be the increase of that behavior.

**Where will you start?** Will you start with research on the challenge you are facing? Will you start by surveying your peers, community members, or a specific student? How will you introduce your Action Plan to your advisor, school administration, and/or families? How will you engage your community in supporting your action plan?

## Action Steps

**Timeline Alignment:** When will you be done? How will you know you have been successful? How will ideal outcomes align with your club's big-picture goals?

**Advisor Sign-Off:** What feedback does your advisor have on your action plan?

- Have you confirmed if you need admin or parent approval?
- Are the specific channels you need to go through to get your action approved, if so what are they and where do they fit in your calendar?

**Task Assignment:** Who will be responsible for what tasks? Below are potential roles you may need, you can also rely on your appointed club roles/positions.

- **Project Manager:** Organize all the steps that need to be taken, determine the order of steps and what actions need adult sign-off, manage and track what resources are needed, and make sure the action plan is on track by following up with other team members.
- **Community Outreach:** Whose voices do you want/need to hear from to make your action plan as intentional and community-oriented as possible? Are there other groups or clubs you want to partner with?
- **Marketing:** Responsible for promoting the action / getting people excited / involved, deciding what support is needed regarding posters, social media, and word-of-mouth campaigns. Capture the story of what happens before and after the event to be able to share as marketing for the club / the next action.
- **Task Managers:** Club members who fulfill the individual tasks outlined by the project manager, which could include: budgeting, reserving space, background research

| Action Plan Template                   |  |
|----------------------------------------|--|
| What is your driving idea or question? |  |
| What will you do?                      |  |
| For whom?                              |  |
| To change what and why?                |  |
| Where will you start?                  |  |
| Timeline Alignment:                    |  |
| Advisor Sign Off:                      |  |
| Task Assignment:                       |  |

## Potential Action Plan Suggestions

### Celebrating Cultural Heritage

- **Discussion:** The importance of cultural heritage and identity.
- **Activity:** Share cultural artifacts or traditions from members' backgrounds.
- **Reflection:** How do these traditions shape our identities?
- **Planning:** Plan a cultural celebration event
  - **Cultural Story Sharing:**
    - **Activity:** Members share personal or family migration stories.
    - **Goal:** Build empathy and understanding.
    - **Tool:** Carola Suárez-Orozco's Moving Stories protocol.
  - **International Food Day:**
    - **Activity:** Members bring and share traditional foods from their cultures
    - **Goal:** Celebrate cultural diversity and foster community.
  - **Cultural Workshops:**
    - **Activity:** Host workshops on traditional crafts, dances, or music.
    - **Goal:** Provide hands-on cultural experiences.

### Building Resilience and Overcoming Challenges

- **Discussion:** Common challenges faced by immigrant students.
- **Activity:** Share stories of resilience and overcoming obstacles.
- **Reflection:** What strengths and skills have we developed through these experiences?
- **Planning:** Develop a support network or mentorship program.

### Engaging with the Community

- **Discussion:** How can we engage and educate the broader school community?
- **Activity:** Plan a community project or event (e.g., International Cafe, welcoming bus riders)
- **Reflection:** How can these activities foster understanding and inclusion?
- **Planning:** Assign roles and set timelines for the project.
  - **Activity:** Collaborate on projects that benefit the local community.
  - **Goal:** Build a sense of shared purpose and community engagement.