



Leadership Guide

This guide is a reflective leadership tool for assessing language use systems, identifying patterns across environments, and strengthening consistent, intentional bilingual practices schoolwide. Use the rating levels below to identify where your program currently stands and what actions will move it forward — each level includes recommended actions and a Leadership Move to guide your next steps.

KEY COMPONENTS:

1. Language Planning and Policy
2. Balanced Use of ASL and English
3. Language Modeling by Staff
4. Classroom and Program Language Supports
5. Progress Monitoring and Adjustments
6. Intentional Bilingual Instructional Approaches

Improvement Recommendations by Rating Level

IF YOUR PROGRAM IS EMERGING:

- Build shared staff understanding of ASL/English bilingual education and why intentional use of both languages is essential for student access and development
- Identify current inconsistencies in language use across classrooms and environments and begin establishing shared expectations
- Begin developing a foundational language plan that outlines clear expectations for ASL and English use schoolwide
- Introduce basic visual and language supports to improve student access across settings
- Begin informal monitoring of student language development in both ASL and English to establish a baseline

Leadership Move: Shift from unexamined language habits to establishing shared expectations and foundational structures for intentional bilingual practice.

IF YOUR PROGRAM IS DEVELOPING:

- Document and communicate a clearer ASL/English language plan with specific expectations for all staff and settings
- Increase consistency in how both languages are used across classrooms and non-instructional environments
- Strengthen staff language modeling through coaching and professional development
- Expand and standardize use of language supports and begin implementing more intentional bilingual strategies (e.g., visuals, print, ASL resources)
- Establish structures for regularly monitoring student language development in both ASL and English and begin using data to inform instructional decisions

Leadership Move: Move from emerging awareness to consistent, aligned bilingual practices that are visible and intentional across the school.

IF YOUR PROGRAM IS PROFICIENT:

- Ensure the language plan is consistently implemented across all environments
- Strengthen intentional balance of ASL and English in instruction, routines, and materials and refine staff language modeling to ensure accuracy and responsiveness
- Ensure language supports are consistently available, effectively used, and accessible to all students across settings
- Establish regular systems for monitoring student language development in both languages and use data to guide instructional adjustments and program decisions
- Strengthen bilingual instructional strategies so that one language consistently and intentionally supports the other across all content areas

Leadership Move: Shift from consistent individual practice to schoolwide alignment — ensuring every student experiences full access and balanced bilingual development.

IF YOUR PROGRAM IS EXEMPLARY:

- Ensure the language plan is comprehensive, data-informed, and actively driving all program decisions and continuously refined based on student outcomes and evolving best practices
- Maintain seamless integration and normalization of ASL and English across all environments with staff serving as expert and culturally affirming language models
- Ensure language supports are proactive, embedded, and designed to maximize student independence across all settings
- Use systematic language data to make ongoing, proactive adjustments for all students, monitoring growth in both ASL and English, access and engagement, and consistency of language practices schoolwide
- Leverage the program as a model for intentional bilingual language use and share effective practices with other programs and districts

Leadership Move: Lead with sustainability — maintaining a system where language use is fully intentional, continuously refined, and consistently driving bilingual development for every student.