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| Book    | Policy           |
| Section | ACADEMICS        |
| Title   | Multiculturalism |
| Code    | A-MULT/R         |
| Status  | Active           |

The following regulations will govern implementation of Multicultural Education in the following areas as designated by Charlotte-Mecklenburg School Board Policy [A-MULT](#):

- I. Curriculum
- II. Instruction
- III. Staff Development
- IV. Human Resources
- V. Parent/Community Involvement

### **I. Curriculum**

- A. The Charlotte-Mecklenburg Performance Standards will incorporate goals designed to develop an understanding of cultural diversity, as it relates to local, national and global cultural patterns. These goals will be infused into all major areas of the curriculum, as appropriate.
- B. Future curriculum development efforts will include multicultural information in the Performance Standards.
- C. The process for selection of instructional materials (print and nonprint) will include evaluation criteria based on the accuracy of cultural representations and the acknowledgment of diverse cultural perspectives.
- D. All Performance Standards and the instructional materials that supplement the standards will be continuously monitored to avoid or eliminate bias based on race, religion, sex, age, culture or physical ability.
- E. Extracurricular activities made available within each school program will include options that represent the cultural diversity of the school district. Students will be provided equitable access to all extracurricular activities, avoiding bias based on race, religion, sex, age, culture or physical ability. Principals will monitor student participation in these activities.

### **II. Instruction**

- A. Classroom instruction will include accurate representation of a variety of cultures and will teach diverse cultural perspectives.
- B. Instructional planning will incorporate strategies to facilitate student knowledge and an appreciation of individual differences and will foster student pride in cultural heritage.
- C. Materials and resources utilized to supplement instruction will reflect a variety of cultural representations and will address student needs and learning styles.
- D. Instructional activities and strategies will be incorporated to promote positive and productive interaction among students with diverse experiences and backgrounds.
- E. Students will be provided equitable access to all instructional activities, avoiding bias based on race, religion, sex, age, culture or physical ability.
- F. Data will be reported that disaggregates student achievement among all categories of culturally diverse student populations.

### **III. Staff Development**

A comprehensive staff development plan will be implemented on an on-going basis to increase multicultural awareness and education.

- A. variety of staff development opportunities will be made available to all Charlotte-Mecklenburg school system employees.

- B. School-based staff development activities and programs related to multicultural education will be implemented in each school.
- C. Multicultural education components will be included in the development of School Improvement Plans and related strategic planning activities.
- D. The principal will review data from the school profile with staff at the beginning of each school year. A School Improvement Plan or related strategic plan will be developed to identify and address the needs of culturally diverse populations of students.
- E. The Assistant Superintendent for Instructional Services will review the school system profile at the beginning of each school year. The needs of culturally diverse population of students will be addressed through on-going curriculum and staff development.

#### **IV. Human Resources**

- A. The Human Resources Department will initiate and develop recruiting strategies that will result in an increase in hiring of a more culturally diverse workforce.
- B. The instruments for assessing applicants will include questions that target appropriate experiences and/or ability to work with children and peers from all backgrounds regardless of race, religion, sex, age, culture or physical ability
- C. The Human Resources selection process will target applicants who bring expertise and willingness to promote positive learning experiences for all children.
- D. As part of its orientation and recruiting process, the Human Resources Department will disseminate the multicultural policy and emphasize the school system's commitment to multicultural education.
- E. The principal will review the multicultural education policy and regulations with site-based personnel each year.
- F. Each Administrative unit head will review the multicultural education policy and regulations with personnel each year.

#### **V. Parent/Community Involvement**

- A. Multicultural education information and reference material will be made available to parents and community members; either through informational presentations, staff development activities or resources available in the parent resource centers located in each school or community site.
- B. Parent involvement efforts will include representation of a variety of cultures and will acknowledge diverse perspectives.
- C. Workshops and training sessions for parents will incorporate strategies to facilitate parent knowledge and appreciation of individual differences and will foster family pride in cultural heritage.
- D. Materials, information, and personnel will be utilized to facilitate effective communication that will reflect a variety of cultures and will address the various parent/family needs.
- E. School Advisory teams will be representative of the school family avoiding bias based on race, religion, sex, age, culture or physical activity. (Reference: School Advisory Board)

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Previous CMS Policy Code: [IFC-R](#)