

**Cherry Hill Public Schools**

# **Cultural Proficiency, Equity, and Character Education**



**C-PEaCE**

# What is our Vision?

In keeping with the Cherry Hill School District's commitment to the pillars of character education, namely respect, responsibility, and citizenship, our vision is to develop a Cultural Proficiency, Equity and Character Education five year plan that addresses the goals, structure and initiatives necessary to strengthen our school community. Our commitment and goal are to create a school climate in which variety by reason of race, ethnicity, religion, gender, sexual orientation, physical appearance, social/economic class, family structure, physical or developmental abilities are considered assets and resources for personal and academic achievement. Our purpose is to teach our children and ourselves to live, learn, and work together in a vibrant and diverse world in which mutual respect is the foundation.

# What is Cultural Proficiency?

Cultural Proficiency is a mindset, worldview, the way a person or an organization makes assumptions for effectively describing, responding to and planning for issues that are in diverse environments. The Cultural Proficiency Continuum identifies the range of values and behaviors of an individual and/or the policies and practices of an organization reflecting their response to diversity. For some people, cultural proficiency is a paradigm shift from viewing cultural difference as problematic to learning how to interact effectively with other cultures. Cultural Proficiency training should first allow individuals to know where they stand in regard to their own culture, beliefs, and values.

# What is Equity?

Equity is equality of opportunity with a focus on outcomes and results. Equity causes us to bring attention to addressing the needs of all students and a recognition that not all students are the same. Educational equity is when educational practices, policies, curricula, resources, and school cultures are representative of all students, such that each student has access to, participate and make progress in high quality learning experiences, regardless of her or his race, sex, gender, ability, religion affiliation, national origin, linguistic diversity, or other characteristics.

# What is Character Education?

Character Education is an educational movement that supports the social, emotional and ethical development of students. It is the proactive effort by schools, districts, and states to instill in students important core, ethical and performance values such as caring for others, honesty, diligence, fairness, fortitude, responsibility, and respect for self and others. Character Education provides long-term solutions to moral, ethical, and academic issues that are of growing concern in our society and our schools. Character Education teaches students how to be their best selves and how to do their best work.

# Purpose of the Five Year Plan

The purpose of the Five Year Working Document is to support the Cherry Hill Public Schools Mission Statement and Board Goals:

## Student Wellness:

- Implementation of evidence-based social emotional learning programming and practices, PreK-12.
- Promote shared ethical and performance values visibly and comprehensively for students and staff through the district's Cultural Proficiency, Equity and Character Education Work.

## Purpose and Passion:

- Create, share, and document opportunities at the school and district level for Student Voice.

## Connecting Beyond the Classroom:

- Identify pre-existing partnerships and experiences, in our 19 schools, and seek to establish new ones, including:
  - Service learning, career readiness, guest speakers, externships, field trips, virtual experiences, and online learning.

# C-PEaCE ~ Goal #1

**Develop an antiracist plan that identifies the structures, policies and beliefs that create and identify challenges and change the values structures and behaviors that perpetuate systemic racism.**

# C-PEaCE ~ Goal #2

**Develop a comprehensive leadership team at the district and school levels to administer the planning, implementation, and evaluation of the district's C-PEaCE actions. The team should include representatives from key stakeholder groups including the BOE/central administration, schools, staff, students and the community.**

# C-PEaCE ~ Goal #3

**Recruit, hire, and retain staff of color  
(including teachers, administrators,  
and support staff).**

# C-PEaCE ~ Goal #4

**Increase the cultural proficiency of all teachers, administrators, and staff through the adoption and implementation of a framework for culturally responsive teaching and learning.**

# C-PEaCE ~ Goal #5

**Increase outreach for the purpose of improved student achievement through community engagement with parents and community members of diverse backgrounds.**

# C-PEaCE ~ Goal #6

**Create multiple student opportunities to engage in the process of implementing practices that ensure a culturally proficient school environment.**

# C-PEaCE ~ Goal #7

**All Cherry Hill Public Schools will make a proactive effort to promote the core ethical and performance values of respect, responsibility and citizenship in students and staff members.**

# Action Step Progress

The District Cultural Proficiency, Equity and Character Education Advisory Committee has developed a timeline for action steps within the five year plan and reviews monthly progress toward these action steps.

# Building-based C-PEaCE Teams

The District Cultural Proficiency, Equity and Character Education Advisory Committee has developed a document with the title of “Administrator considerations for choosing Cultural Proficiency, Equity and Character Education building teams”. This document will assist principals in their selection for building level teams.

We would like to acknowledge the original members of the District Cultural Proficiency, Equity and Character Education Advisory Committee who worked as a cohesive team throughout the 2016-2017 school year to develop this Five Year Plan

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## **Our District-Level C-PEaCE Team Members dedicated to implementation of the 5 Year Plan**

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