

What is cultural proficiency?

Cultural proficiency is our individual and collective ability to understand and interact with others in a manner that recognizes, affirms and values each person's uniqueness. This may include a person's cultural, racial/ethnic and socio-economic background as well as gender, gender identity, sexual orientation and cognitive or physical abilities.

Why is it important to CMS?

CMS reflects the culturally and economically diverse workplaces and environments our students will experience upon graduation. Our students come from more than 160 countries and all walks of life, bringing a range of backgrounds and experiences into our schools.

The district has been nationally recognized for its progress in advancing student achievement, improving graduation rates and narrowing achievement gaps. However, achievement gaps remain – gaps based on gender, economic circumstances, special needs and race. Cultural proficiency can help close these gaps. It's our commitment to building the capacity of every teacher in every classroom, every principal in every school and every employee in every department to:

- make CMS a more inclusive place where all feel welcome, valued and respected
- model a culture of caring and inclusion that serves as a learning opportunity for all students
- help each of our diverse learners reach their full academic potential, preparing them to thrive in a global, multicultural workplace and society

Why is it important to the greater Charlotte-Mecklenburg community?

A culturally proficient school district and well-educated workforce is a catalyst for personal prosperity, professional opportunity and sustainable economic growth. This helps the Charlotte-Mecklenburg area to attract, support and retain thriving businesses and builds our community.

Cultural Proficiency continued on back



Diversity is not about how we differ. Diversity is about embracing one another's uniqueness.

—Ola Joseph, author



Every Child. Every Day. For a Better Tomorrow.

In compliance with federal law, Charlotte-Mecklenburg Schools administers all education programs, employment activities and admissions without discrimination against any person on the basis of gender, race, color, religion, national origin, age or disability.

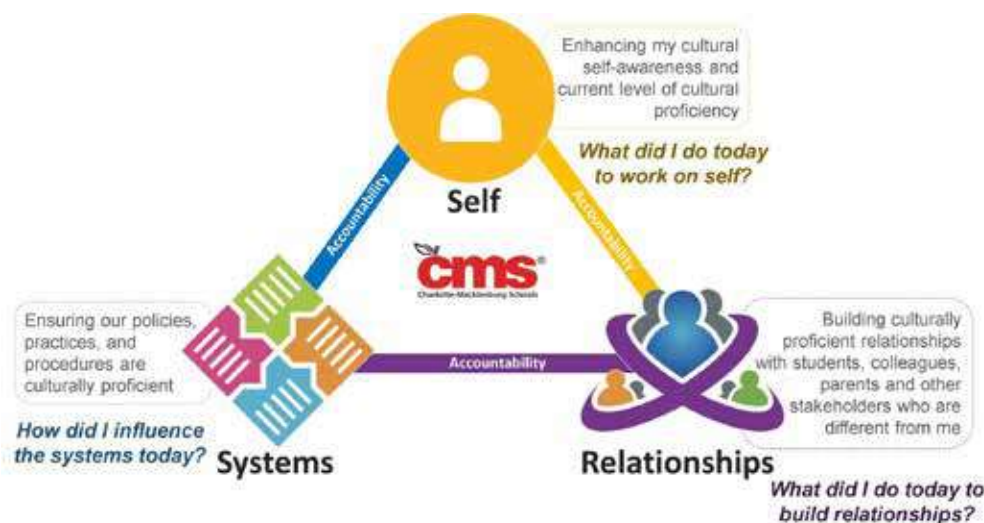
How does CMS measure cultural proficiency?

Cultural proficiency is measured along the Intercultural Development Continuum which identifies five stages of proficiency — from denial (a monocultural mindset where one tends to miss differences) to adaptation (the ability to fully understand and effectively bridge differences). Where you are along the continuum is based on your life experiences and your personal commitment to becoming more proficient.



How will CMS become a more culturally proficient school district?

The journey toward greater levels of proficiency is a continuous one. It's a learning process that requires intentional work to expand our awareness, knowledge and understanding of self, others, the systems in which we operate and the multicultural communities we serve. Every CMS employee is expected to engage in this work.



CMS employees will take a confidential psychometric assessment called the Intercultural Development Inventory (IDI) to measure one's ability to experience and respond effectively to cultural difference. Participants will receive one-on-one feedback sessions with an IDI-certified administrator to review individual results and create individual development plans designed to strengthen their proficiency level. No CMS employee at any level will see individual results other than their own.

The district will also make available specific experiences and educational opportunities to further nurture an environment of cultural proficiency district-wide.