

## 2260.1 CULTURAL COMPETENCY

The South Orange-Maplewood School District is a **diverse** teaching and learning community with a core commitment to **create learning environments that affirm racial, linguistic and cultural identities; use rigorous learning to develop students' abilities to connect across lines of difference; center and lift up historically marginalized voices; and empower students as agents of social change,** striving together for cultural competency. Cultural competency includes the following elements:

1. Understanding and appreciation of cultural diversity;
2. The ability to function effectively in multiple cultural contexts;
3. ~~Commitment to, and attainment of, academic proficiency;~~
3. **Taking a constructivist approach to learning;**
4. Commitment to, and respect for, democratic process and political diversity;
5. Understanding oneself as an empowered **agent of change**, responsible, and accountable ~~individual, and interacting with to others in that spirit;~~
6. Respect for, and adherence to, basic norms of honesty, conscientiousness, and cooperativeness;
7. The avoidance of behavior that is harmful to oneself and to others; **and an understanding of how to repair harm through restorative practices;**
8. Understanding perceptions and practices that disempower people in general, and people in disadvantaged, or non-dominant, cultural groups in particular, and having sympathy and receptivity toward efforts to empower people in general, and people in disadvantaged, or non-dominant, cultural groups in particular;
9. An ongoing effort to **develop self-awareness in service of** ~~overcome overcoming~~ overt and subtle forms of bias, prejudice, discrimination, harassment, intimidation, bullying, and other destructive beliefs and practices associated with group affiliations along lines such as race,



# POLICY

SOUTH ORANGE MAPLEWOOD  
**BOARD OF EDUCATION**

Program  
2260.1

CULTURAL COMPETENCY

ethnicity, class, gender, sexual orientation, disability, popularity, religion,  
and ideology.

Adopted: 16 March 2015

Revised:

