

## MSDE CULTURAL PROFICIENCY PROFESSIONAL DEVELOPMENT

Cultural proficiency training strategies and programs will be based on the Maryland State Department of Education's Organizational Principles numbers four and five:

4. *We believe that people are our greatest resource and we are committed to their growth and development.*
5. *We believe that cultural diversity, mutual trust, respect, open communication, and celebration of achievement are essential to a productive organization.*

### I. INTRODUCTORY PROFESSIONAL DEVELOPMENT

- **Executive Team**  
Focused professional development activity  
Presented by Equity Assurance and Compliance Branch (EACB) in collaboration with outside consultants  
May 2009

### II. DIVISIONAL PROFESSIONAL DEVELOPMENT

- **Staff Development Cultural Proficiency Needs Assessment**  
Developed and distributed by EACB  
April, 2009 distribution  
May, 2009 completion
- **Professional development for each division**  
Organized by division heads in collaboration with EACB  
Presented by EACB in collaboration with outside consultants  
Technical assistance provided by EACB  
2-hour sessions  
June 2009 – June 2010

### III. NEW EMPLOYEE PROFESSIONAL DEVELOPMENT

- **Orientation**  
Part of ½ day orientation sessions  
Human Resources Division  
Beginning March 2009
- **Cultural Proficiency Professional Development (mandated)**  
2-hour sessions  
Presented by EACB  
Quarterly - September 2009; January, May, September 2010

### IV. ONGOING ACTIVITIES

- **Brown Bag Lunch Sessions**  
1 hour topical, interactive sessions open to all staff  
Presented by EACB  
Bi-monthly - October, December 2009; February, April, June, August, October, December 2010

## V. FOLLOW-UP

- **Develop work performance norms related to cultural proficiency**  
Divisional representatives  
July 2010
  - **Ongoing cycle professional development to achieve continuous improvement**  
July 2010 and beyond
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## KEY CONCEPTS UNDERLYING CULTURAL PROFICIENCY

Professional development addresses essential elements that contribute to enhanced cultural proficiency:

- **Valuing diversity**
  - **Having the capacity for cultural self-assessment**
  - **Managing the dynamics of difference**
  - **Having institutionalized cultural knowledge**
  - **Having developed adaptations to service delivery reflecting an understanding of cultural diversity**
  - **Intercultural communication**
  - **Addressing bias in the workplace**
  - **Establishing culturally supportive working environments**
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## BRIEF LIST OF RESOURCES

- **Building Cultural Intelligence by Richard D. Bucher, Baltimore City Community College, Pearson Prentice Hall, 2008**
- **Cultural Proficiency, A Manual for School Leaders by Lindsey, Robins, and Terrell, Corwin Press, Inc., 2003**
- **Leading with Diversity by Elise Trumbull and Maria Pacheco, Brown University and Pacific Resources for Education and Learning, 2005**
- **Building on the Promise of Diversity by R. Roosevelt Thomas, Jr., American Management Association, 2006**
- **www.tcada.state.tx.us Texas Commission on Alcohol and Drug Abuse power point presentation on cultural proficiency training ... online presentation.**
- **www.sharingdiversity.com**
- **http://www.businessweek.com/adsections/diversity/diversecompet.htm**
- **www.mkemarketplace.com/shrm/content/Strategic Planning Cultural Competence.ppt**