

**Mercer County Public Schools**

**MULTICULTURAL EDUCATION PLAN**

**The vision of Mercer County Schools is for all students to learn in an environment in which they are valued and given opportunities to reach their fullest potential. To accomplish this vision, the Multicultural Plan outlines steps for promoting equity in all classrooms and for making schools and curricula reflective of all cultures, ethnicities, and religions.**

**GOAL 1: To integrate multicultural education and diversity issues into the curriculum.**

<b>Activities</b>	<b>Timeline</b>	<b>Person(s) Responsible</b>		
Provide professional development on instructional strategies and activities for promoting diversity and multicultural awareness/education including 1/2 day session on "Teaching Tolerance"	2009-2011	County and School Administrators, Curriculum teams		
Require adherence to revised WV content standards including those that address multicultural education	Ongoing	County and School Administrators		
Purchase a subscription to <i>Teaching Tolerance</i> for every school in the county.	2009 and Ongoing	County Administrator		
Provide professional development on multicultural applications of existing curricula, textbooks, and materials	2009-2011	County and School Administrators		
Provide teachers with online resources for lessons in multicultural awareness and knowledge, violence, bullying, harassment, and appropriate conduct.	2009-2011 Ongoing	County and School Administrators, Technology Integration Specialists		

**GOAL 2: To promote equity-oriented classroom instruction.**

Activities	Timeline	Person(s) Responsible		
Provide and support professional development in awareness and sensitivity training	2009-2011	County and School Administrators		
Provide and support professional development in skills needed to facilitate discussions about bias and stereotyping, as well justice, equality, and ethical conduct.	2009-2011	County and School Administrators		
Support teachers in employing strategies that involve students in critical thinking, problem-solving, questioning of the status quo, awareness of multiple perspectives, and collaborative approaches.	2009-2011 Ongoing	County and School Administrators, Teachers		
Encourage teachers to engage in reflective self-evaluation and peer-evaluation activities to monitor classroom practice for fairness i.e. whether all children are given equitable personal attention, appropriate assignments, equitable assessment, etc.	2009-2011 Ongoing	County and School Administrators, Teachers		

**GOAL 3: To foster an inclusive school community in which members of all cultures, ethnicities, and religions feel equally valued and respected.**

Activities	Timeline	Person(s) Responsible
Make available to schools a list of county employees and individuals in the community with specialized training and experience in multicultural education, awareness, diversity, conflict resolution, etc.	2009-2011 Ongoing	County administrators
Recognize and respect ethnic observances and religious holidays ; cite major observances from various faiths in the county calendar	Ongoing	County and school administrators, curriculum teams, teachers
Provide resources to meet specific needs as circumstances warrant	Ongoing	County and school administrators

**Suggested School and Classroom Activities**

- ✓ Multicultural Day and/or Week
- ✓ “Around the World” activities/observances
- ✓ Guest Speakers such as DOCSPEAK
- ✓ Artistic performances with international/multicultural influences and themes
- ✓ Observance of Martin Luther King Day and Black History Month
- ✓ Cultural Fairs conducted by foreign language classes
- ✓ Participation in Model U.N.
- ✓ International games
- ✓ Cross-cultural IQ tests
- ✓ Introduction of ethnic and international foods and recipes into the school meal plan
- ✓ Cross-disciplinary studies of literature, social studies, science – Rain Forests, for example
- ✓ Role Playing activities
- ✓ Field Trips
- ✓ Multicultural arts, crafts, music
- ✓ Pen Pals from across the nation and globe
- ✓ Retelling history from different cultural perspectives
- ✓ Folktales, dances, and lore
- ✓ Learning “hello” in various languages
- ✓ Incorporating multicultural selections in our choir and band concert music

Many other activities available.

**\*Possible Community Contacts/Resources**

- ✓ Dr. Jamkhandi, Center for International Understanding, Bluefield State College
- ✓ Mrs. Nancy Ellison, Student Services, Concord University
- ✓ Dr. Saphir Cureq, Bluefield State College
- ✓ Mrs. Frances Brammer, Retired Teacher, Mercer County Schools
- ✓ Other names may be added to this list

\*Specific contact information for the above may be obtained by calling Mr. Tom Chaffins, Central Office, 487-1551, Ext. 245.