



# Cultural Competence Institute(CCI) For Maine Educators

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Kickoff Informational Meeting

August 26, 2020  
6:00-7:30 pm

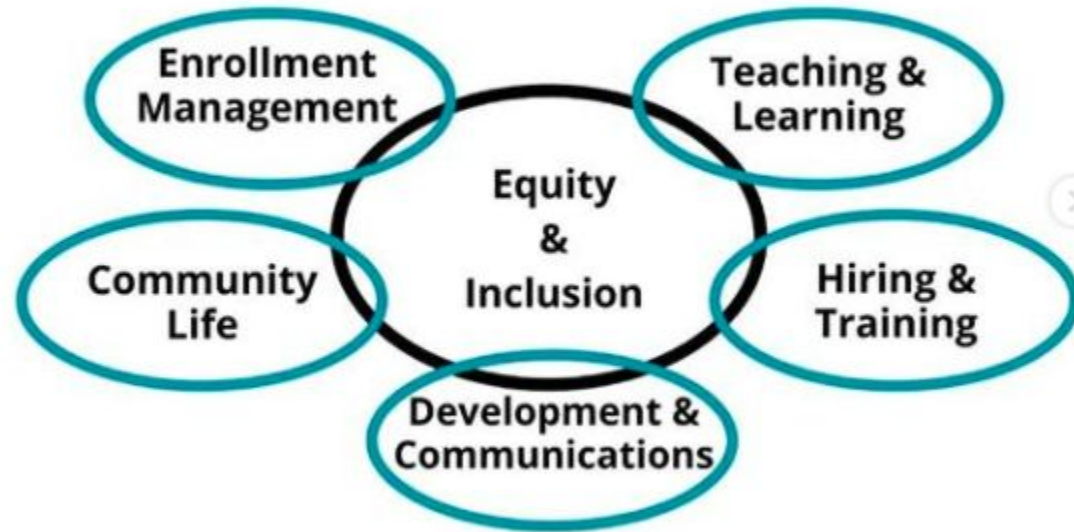
Your Learning Partners:  
Eileen King, MSSA  
Lawrence Q. Alexander II, Carney Sandoe & Associates

# Cultural Competence Institute

Who are we and  
what is our journey?

Who are our  
learning friends  
tonight?

# Our Destination



# CCI Goals

- The Cultural Competence Institute Vision: The CCI will be an interactive year-long program that will cover topics essential to:
  - · Developing a deep understanding of creating a culture of inclusion
  - · Developing brave spaces for conversations about race in our schools
  - · Creating a cultural connection for students and parents
  - · Creating a sustainable practice for diversity, equity and inclusion in our schools
  - · Guiding policy development in school districts ·
- Recruiting, hiring and retaining faculty of diverse backgrounds

# CCI Logistics

- Participants will participate in an 8 month series of 90 minute professional development modules that will end in a CCI certification. This certification will allow participants to:
  - Lead more effectively with cultural competence and cultural empathy
  - · Develop practical skills for strategic planning for racial equity and justice work
  - · Develop professional development for School Districts related to DEI goals
  - · Develop sustainable practice for DEI work in School Districts
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- This certificate will have three distinct leadership tracks:
  - 1) Teachers, Guidance Counselors and Social Workers
  - 2) District Administrators and Building Principals
  - 3) Superintendents and School Boards

# Course Schedule (All sessions will be from 6pm - 7:30pm)

Teachers, Guidance Counselors and Social Workers

Session 1: September 14 - Cultural Building Blocks: Understanding My Identity and Its Impact on My Work

Session 2: October 19 - Understanding My School's Culture: Taking Inventory

Session 3: November 30 - Creating a Culture of Inclusion (1): Teachers, Students and Parents

Session 4: January 11 - Creating Cultural Connections for Students and Parents

Session 5: February 8 - Who Are My Students? Understanding Life Outside of the Classroom

Session 6: March 8 - Creating Brave Spaces for Conversations about Race at My School

Session 7: April 12 - Developing a Sustainable Practice for DEI Work at My School

Session 8: May 10 - Mentorship: How Can I Be One and How Can I Find One?

# Course Schedule (All sessions will be from 6pm - 7:30pm)

Curriculum Coordinators, Special Education Directors and Building Principals

Session 1: September 14 - Cultural Building Blocks: Understanding My Identity and Its Impact on My Work

Session 2: October 19 - Developing a Strategic Plan for Racial Equity and Justice at My School (1)

Session 3: November 30 - Developing a Strategic Plan for Racial Equity and Justice at My School (2)

Session 4: January 11 - Developing a Fidelity Plan for Professional Growth and Development in DEI Work (1)

Session 5: February 8 - Designing Professional Development related to DEI Goals

Session 6: March 8 - Hiring for Diversity: How to Recruit, Hire, and Retain Faculty of Color

Session 7: April 12 - Creating Networks and Resources for Principals doing DEI Work

Session 8: May 10 - Budgeting for Sustainability: DEI Work after CCI

# Course Schedule (All sessions will be from 6pm - 7:30pm)

Superintendents and School Boards

Session 1: September 14 - Cultural Building Blocks: Understanding My Identity and Its Impact on My Work

Session 2: October 19 - Organizational Justice: Assessing Your District through an Equity Lens

Session 3: November 30 - Hiring for Diversity: How to Recruit, Hire, and Retain School Leaders of Color

Session 4: January 11 - Engaging Boards in the Work of Diversity, Equity, and Inclusion

Session 5: February 8 - Developing a District Budget that Supports DEI Work

Session 6: March 8 - Governance and Policy Development: Leading with Equity and Justice in Mind

Session 7: April 12 - Developing Strategic Partnerships: Who Should Join Your District's Work in DEI?

Session 8: May 10 - Sustaining the Effort: Memorializing the Work



# Discussion Questions

- What are the current cultural challenges facing your school/district? What has been done in the past to make progress in this area?
- As you think about your school's/district's needs(training, hiring, curriculum, etc), what seems to be the most pressing needs for centering DEI work?
- What excites you about CCI?
- What questions do you have about CCI?

# Where Am I on My Journey in Racial Equity and Justice?

## ANTI-RACISM: FIXED TO GROWTH MINDSET

@HOLISTICALLYGRACE

### FIXED - COMFORT

"I DON'T KNOW WHERE TO START OR WHAT TO SAY"

"I DON'T WANT TO GET IT WRONG OR GET CALLED OUT"

"IT WON'T MAKE A DIFFERENCE WHAT I DO. NOTHING IS GOING TO CHANGE"

"I DON'T GET INVOLVED IN POLITICS. I DON'T HAVE TIME"

### GROWTH - COURAGE

"FIRST I WILL LISTEN/READ/WATCH. I WILL SPEAK AGAINST INJUSTICE"

"I WILL MAKE MISTAKES, NO DOUBT ABOUT IT. I WILL BE GRATEFUL FOR THE LESSON"

"THINGS HAPPEN WHEN I TAKE RISKS AND BECOME PART OF SOMETHING BIGGER"

"THIS IS A HUMAN RIGHTS ISSUE. THIS MATTERS, I WILL MAKE TIME"

*Thank you!*

**Please feel free to email us:**

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