



49 Community Drive, Augusta, ME 04330 (800) 660-8484 www.msmaweb.com

The Maine School Boards Association and the Maine School Superintendents Association are pleased to announce the Cultural Competence Institute (CCI) for all Maine educators, presented by Lawrence Alexander from Carney Sandoe and Associates Diversity, Equity and Inclusion Practice Group. Click [here](#) to read Lawrence Alexander's bio.

An Overview of the Cultural Competence Institute for Maine Educators

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 color

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

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

The CCI Inaugural Event was held on Wednesday, August 26th. To view the PowerPoint from the kickoff event, please click [here](#).

To register for future events, please use the forms linked below. MSMA will bill your District once the registration forms are received.

If you have any questions or would like additional information about the Cultural Competence Institute, please contact Eileen King, MSSA Executive Director, at eking@msmaweb.com.

Session Dates – All Sessions are from 6:00-7:30 p.m.

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?

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

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

CCI Registration:

- **The cost per individual session:** \$125.00 Educators who are not able to attend the entire Institute may enroll in individual sessions that are of interest to them. Educators participating in individual sessions will not receive CCI Certification, however CEU's will be provided. **Please register the Friday before the session you are interested in attending to make sure you receive the Zoom code.** Click to register [here](#).

- **The cost of multiple district teams is the following:**
 - First School District team of five: \$1,500 for the year for the team
 - Second School District team of five: \$1,200 for the year for the team
 - Third School District team of five: \$1,000 for the year for the team

Districts are not limited to the number of teams that can participate. Successful completion of the Institute will culminate in CCI Certification and CEU's will be provided. To register a team, please click [here](#).