

The beauty of the world lies in  
the diversity of its people.

– Unknown



### Cultural Proficiency in Action

- Establish relationships with the community, Maryland school districts, and organizations connected to the work of cultural proficiency.
- Provide professional learning on cultural proficiency to all central office staff, school-based administrators, and teachers.
- Assess current resources and instructional practices to ensure they are culturally responsive.

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ACCELERATING ACHIEVEMENT & EQUITY  
FREDERICK COUNTY PUBLIC SCHOOLS

## Cultural Proficiency Initiative



Frederick County Public Schools  
*Reach. Challenge. Prepare.*

Culturally proficient instruction is a way of teaching in which instructors engage in practices that provide equitable outcomes for all learners.

– K. Nuri-Robins, D. Lindsey, R. Lindsey and R. Terrell,



## AAE: Cultural Proficiency

Cultural proficiency is a key component of FCPS' commitment to educational excellence. A primary goal of the Accelerating Achievement and Equity (AAE) Department's Initiative is to promote student achievement and equity through culturally responsive classroom practices and resources that best meet the needs of a diverse student population. An accelerated and equitable learning environment enables students to become empowered learners and to understand and appreciate our community's diverse cultures. It prepares students to live, learn and participate productively in our increasingly diverse society. Being culturally aware is a continuous, integrated, multi-ethnic, multi-disciplinary process necessary for all students to become college and career ready. Cultural factors and equity include but are not limited to race, ethnicity, region, religion, gender/gender identity, sexual orientation, language, socioeconomic status, age, disabilities and family structures.



## Culturally Proficiency: Defined

The combination of organizational policies and practices, or an individual's values and behavior, that enables the organization or the person to interact effectively in culturally diverse settings.

- K. Nuri-Robins, D. Lindsey, R. Lindsey and R. Terrell,  
Culturally Proficient Instruction (2012)

### For additional information:

<http://www.fcps.org/centraloffice/Cultural-Proficiency.cfm>

## Fulfilling The Promise Of Public Education

Public education is at the heart of our community. It shapes who we are. In Frederick County, our promise is to empower our young people no matter who they are, no matter their backgrounds or circumstances. We want them to be prepared to succeed in college and careers.

Therefore, our mission is to:

- Reach** our students with exceptional teaching and caring support,
- Challenge** them to achieve their potential, and
- Prepare** them for success in a global society.

