

POLICY

BOARD OF EDUCATION OF MONTGOMERY COUNTY

Related Entries: GMD-RA, GMF-RA

Responsible Office: Human Relations

Human Relations Training of MCPS Staff

A. PURPOSE

To support a fair and productive work and school environment by ensuring that all staff members participate in training that promotes effective cross-cultural communication and strengthens human relations skills

B. ISSUE

The diverse composition of Montgomery County Public Schools (MCPS) is one of its greatest resources. The Montgomery County Board of Education takes great pride in the progress it has made in achieving equal educational opportunity for all. We must continue to be proactive to ensure effective communication and understanding exists within and across all cultures. By supporting an environment where all MCPS staff value commonalities and differences, MCPS will maintain a productive and harmonious workforce. By demonstrating high expectations for all students, MCPS staff can equip students with the skills needed to succeed in their communities and contribute to creating an academic atmosphere that encourages and permits all students to attain their full potential.

C. POSITION

1. MCPS is committed to providing opportunities for all staff to learn about various cultures and to improve their skills in cross-cultural communication.
2. On an annual basis, each school and unit will devote one and one-half days to human relations issues and policies for all staff. The training will occur on a scheduled work day. Emphasis will be placed on topics that develop staff skills, behaviors, and attitudes to promote achievement of every student.

3. All professional staff members hired after 1979 must successfully complete *Ethnic Groups in American Society*, HR-17, a multicultural course, or a comparable course that promotes understanding of the various cultures in MCPS. Staff must complete the course preferably within 3 years but not later than 5 years.
4. Supporting services employees will be encouraged to take a multicultural course that promotes understanding of the various cultures in MCPS.

D. DESIRED OUTCOME

All MCPS employees will exhibit behaviors that demonstrate an understanding, appreciation, and respect for all students, staff, parents, and community members.

E. IMPLEMENTATION STRATEGIES

1. MCPS will continue to offer training on cross-cultural communication to all staff.
2. MCPS will continue to evaluate the human relations course offerings to ensure that experiences remain relevant.
3. MCPS will maintain a current library of multimedia resources on various ethnic and cultural groups for use by schools and units.
4. MCPS will document that training is conducted during the one and one-half days in conformance with the purpose of this policy.
5. The superintendent may direct an employee who exhibits insensitive behavior as evidenced by violating an MCPS Human Relations policy to take one of the human relations courses offered or approved by MCPS. Continued insensitivity will not be tolerated by the Board of Education and may result in further disciplinary action, including dismissal.
6. Procedures for implementing this policy will be set forth in administrative regulations as needed.

F. REVIEW AND REPORTING

1. An update on the progress in implementing this policy will be presented to the Board of Education every three years.

2. This policy will be reviewed on an ongoing basis in accordance with the Board of Education's policy review process.

Policy History: Adopted by Resolution No. 60-79, January 18, 1979; amended by Resolution No. 323-96, May 14, 1996.