



Cultural Proficiency at Pacific Grove Unified School District

Valuing our Diverse Cultures and Ensuring Access for Every Single Student

The driving force behind all PGUSD Cultural Proficiency efforts is our commitment to live up to our mission statement which says our district, “will challenge **every student** by providing a quality instructional program in a **positive, safe, and stimulating** environment.”

Definitions

Cultural Proficiency - Being culturally proficient enables people within an organization to view cultural differences as assets, effectively respond to issues that arise in diverse environments, and foster policies and practices that afford value to all.

Equity - Educational equity means that each person receives what they need to develop to their full academic and social potential by removing barriers, ensuring equally high outcomes, viewing cultural differences as assets, and cultivating the unique gifts, talents, and interests that every human possesses.

Background

Formal training in cultural proficiency began in November, 2021, which included professional development for all district personnel which is summarized in this [cultural proficiency timeline](#). At the core of this training was a 10-day certification process for five-member site teams composed of administrators, teachers, and classified staff. These teams examined the impact of their own beliefs and experiences on their actions with a goal of removing barriers to the educational system for our diverse cultures.

In 2023-2024, the district will be focusing on the following:

- **Education**
 - Staff - We will continue cultural proficiency professional development based on the needs identified by staff. We will provide resources and curriculum that include diverse perspectives, so students see themselves represented in instructional materials and learn about various cultures. We will research equitable instructional strategies and grading practices to ensure access for all students.
 - Students - Curriculum will reflect the diversity of cultures in PGUSD. Students will learn about the contributions various cultures have made in a wide range of fields. Staff will guide students in managing the dynamics of difference on our campuses.
 - Families - The district will inform families about the equity actions taken in our schools and seek feedback regarding how best to meet the needs of all students.
- **Ongoing Evaluation of Cultural Proficiency Actions**
 - Conduct a staff Cultural Proficiency needs survey to identify professional development needs.
 - Monitor program impact using the California Healthy Kids Survey, the CORE SEL survey, and student focus groups.
- **Incident Response**
 - Provide administrator training on responding to incidents of bias or discrimination that occur on campus. The training will include establishing a confidential reporting system, guidance on investigating incidents, training on deciding age-appropriate consequences and restorative practices when appropriate, and supporting victims of bias.
- **Communication**
 - PGUSD will use a variety of media and community outreach efforts at the district and site levels to communicate about Cultural Proficiency activities.