## MULTICULTURAL AND COMPENSATORY EDUCATION

In compliance with Nebraska Statutes, Section 79-4230 and 70-213, and Nebraska Department of Education, title 92, NAC Chapter 16, it is determined to be the philosophy of the District or mission of the District that the education provided for all of its students shall include knowledge of and respect for the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, and Asian Americans, and a special emphasis shall be placed on human relations and sensitivity toward all races.

To implement such philosophy or mission of the District, it shall be the duty of the Superintendent of Schools, or his/her designee, to implement the following regulations.

**Author:**

**Legal Review: 1995**

**Adopted: November, 1978**

**Revised: March 13, 1995**

## MULTICULTURAL AND COMPENSATORY EDUCATION

1. Develop program goals reflecting multicultural education in such a manner as to include studies relative to the culture, history and contributions of African Americans, Hispanic Americans, Native Americans, and Asian Americans.

2. In doing this, special emphasis shall be applied toward human relations and sensitivity toward all races and such study shall be infused into all subject areas of the core curriculum, grades K-12, and shall be done in such manner as to provide learning experiences for students to obtain knowledge about and respect for the diversity and commonalties of the cultures, histories, and contributions of African Americans, Hispanic Americans, Native Americans, and Asian Americans.

3. Shall provide for staff development, including training for administrators, teachers, and support staff, which is congruent with the developed program goals which will enable them to develop an effective Multicultural Education Program. Provided: In implementing the philosophy or mission of the district by developing the program goals, the number of instruction hours prescribed for elementary and high school students or the number of hours dedicated tot he existing curriculum shall not be changes.

4. The Superintendent of Schools shall annually, in the month of October, present sufficient evidence to the Board of Education (in a form prescribed by the Nebraska of Education) to establish that Multicultural Education is being taught to students in accordance with this policy.

5. The Board of Education shall, on or before November 1, 1995, and annually thereafter, present evidence in the form prescribed by the Department of Education that Multicultural Education is being taught to its students in accordance with its program as approved by the State Department of Education.

6. The office of the Superintendent is assigned the responsibility of ensuring that the students of our schools receive preparation for functioning in a pluralistic society by:

    a. Selecting materials and methods that will assist in avoiding bias and stereotyping in our schools;
    b. Conducting inservice programs for staff that will help them to understand a multicultural approach and to reflect it in their teaching and administrative duties;
    c. Encouraging all students to grow in self-esteem and to understand and develop their academic and human potential; and
    d. Guarding against the grouping of students that reflects racial, ethnic, language, or cultural bias.

**FREMONT PUBLIC SCHOOLS**
**Fremont, Nebraska**