

Diversity and Classroom Celebration Procedure

Purpose

This document clarifies the [Equity, Inclusion, and Classroom Celebration Policy](#) regarding family contacts, program activities and classroom environments and experiences.

Guidance

The information below will help staff provide activities that are inclusive and represent the everyday lives of the children and families in the Early Learning Program.

- Site teams design and plan program activities so all children and families can participate without conflicting with the families' values or beliefs.
- Teams treat families and co-workers with respect and support individual cultures and abilities.
- Teams refrain from any kind of religious observation (such as prayer, songs, posters or symbols).
- Observations of commercialized or religious holidays, holiday symbols and birthday celebrations do not occur. Teams positively acknowledge children's spontaneous comments about family and community celebrations or holiday observances.
- Teams can support families' celebrations in the home by giving them information for obtaining resources and further information on community or cultural events.
- The program curriculum emphasizes activities and concepts that are age appropriate, individualized, open ended and relevant.
- Classroom practices include experiences and materials representing the everyday lives of all children.
- The program builds positive self-esteem in children through a wide variety of learning experiences, which can include their families' interests, hobbies, cultures and languages.
- Teams invite and encourage families, extended families and the community to share interests, hobbies and cultural information during classroom and program activities.
- Teams incorporate what they learn from families about their culture into classroom and program planning.
- Teams will talk to and learn from families and others in the community and seek ongoing training in order to plan program and classroom activities that reflect individual children and families' cultures and abilities.
- PSESD provides ongoing training and technical assistance for staff and families on culturally relevant and inclusionary practices.
- Teams inform each family of this policy and procedure during orientation. The Policy Council reviews the policy annually.