

## **Cultural Competence Plan**

Our Savior Lutheran School strives to meet the diverse needs of all children and families, as we recognize the importance of family culture, including traditions, foods, and unique backgrounds. Recognizing cultural backgrounds of the children in our programs honors the diverse family structures represented in our classrooms, helps children to feel a sense of belonging at school, and nurtures respect and care for peers in all students. Inasmuch that it does not violate any school rules or policy, or the tenets of the Lutheran faith; we will make reasonable accommodations to respect the culture of children and families enrolled in our programs.

To that end, families enrolled in the Early Childhood Programs receive an "Importance of Home" questionnaire from their child's teacher, which is used to collect vital information to assist staff in best serving each individual family. Additionally, teachers utilize annual home visits to families to familiarize themselves with languages spoken in the home, family demographic information, communication method preferences, and other information unique to the child and family. We strive to create a welcoming environment for all students and families by displaying pictures and materials that represent various cultures and ethnicities, and by utilizing the family information collected to communicate with families in ways that serve their individual needs. Teachers and staff also undergo training hours annually addressing cultural competence and sensitivity.

By seeking information from, and getting to know each of our enrolled families, the Our Savior Early Childhood staff improve the school experience for children, families, and themselves. Parents may access this cultural competence plan at any time on the school website: [oursaviorlansing.org](http://oursaviorlansing.org) > School tab > Resources tab > Early Childhood heading.