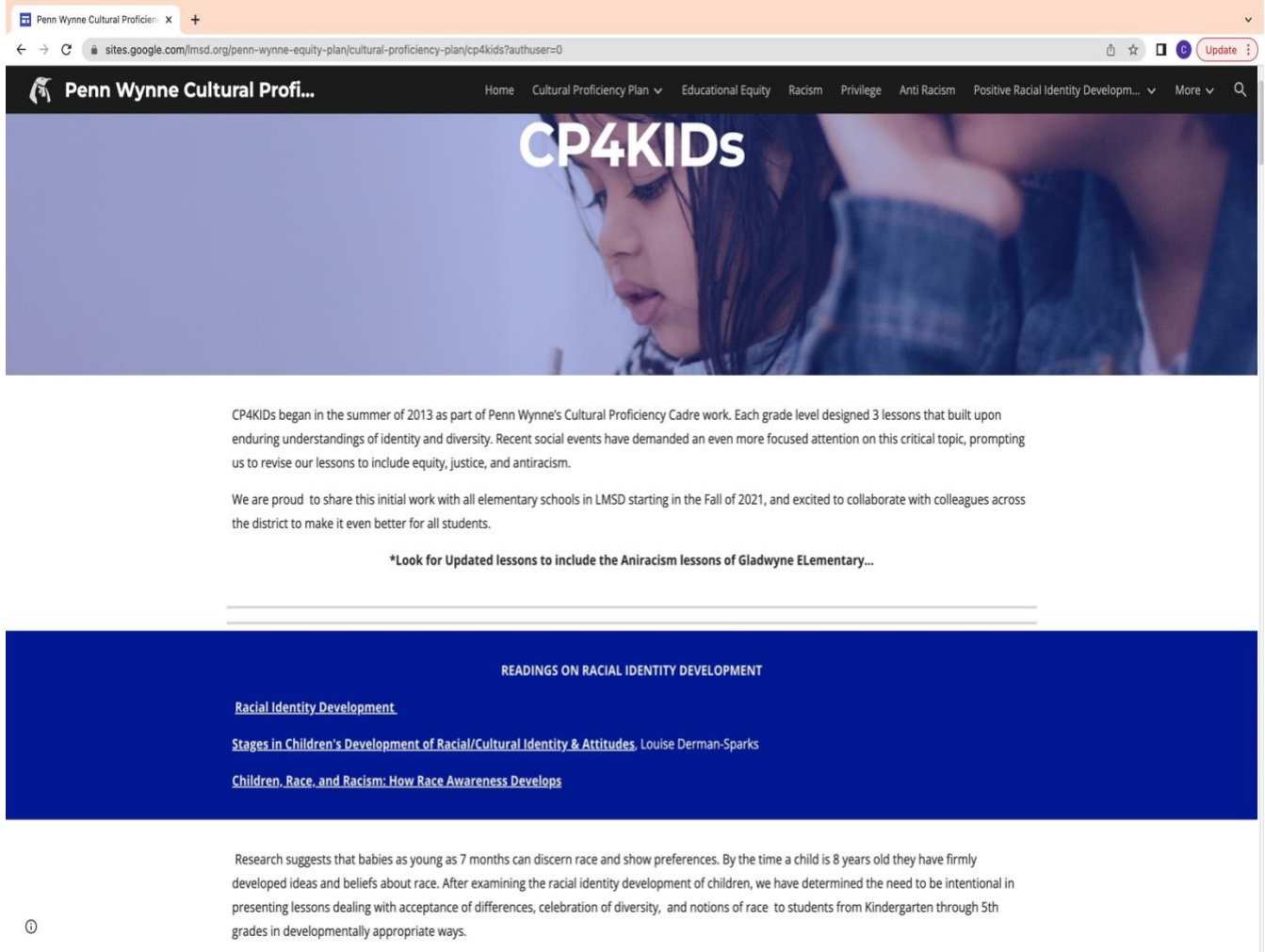




EXHIBIT C



Penn Wynne Cultural Proficiency

Home Cultural Proficiency Plan Educational Equity Racism Privilege Anti Racism Positive Racial Identity Developm... More

CP4KIDS

CP4KIDS began in the summer of 2013 as part of Penn Wynne's Cultural Proficiency Cadre work. Each grade level designed 3 lessons that built upon enduring understandings of identity and diversity. Recent social events have demanded an even more focused attention on this critical topic, prompting us to revise our lessons to include equity, justice, and antiracism.

We are proud to share this initial work with all elementary schools in LMSD starting in the Fall of 2021, and excited to collaborate with colleagues across the district to make it even better for all students.

***Look for Updated lessons to include the Aniracism lessons of Gladwyne Elementary...**

READINGS ON RACIAL IDENTITY DEVELOPMENT

[Racial Identity Development](#)

[Stages in Children's Development of Racial/Cultural Identity & Attitudes](#), Louise Derman-Sparks

[Children, Race, and Racism: How Race Awareness Develops](#)

Research suggests that babies as young as 7 months can discern race and show preferences. By the time a child is 8 years old they have firmly developed ideas and beliefs about race. After examining the racial identity development of children, we have determined the need to be intentional in presenting lessons dealing with acceptance of differences, celebration of diversity, and notions of race to students from Kindergarten through 5th grades in developmentally appropriate ways.