

**ST. MARTIN'S LUTHERAN SCHOOL
DIVERSITY STATEMENT**

Diversity enriches our lives and is an essential part of a child's education. The entire St. Martin's community recognizes and respects the fact that diversity exists in the languages we speak, the colors of our skin, the gender and age we are, the traditions we observe, the religions we practice, the structures of our families, the financial and educational resources available to us, and the special needs we may have.

We believe in teaching multicultural competencies to prepare our students for an increasingly diverse world. We encourage creativity and self expression. We teach tolerance in our practices and acceptance of responsibility for ones own actions.

Mindful of a competitive academic environment, and through our open enrollment policy, we seek to create a school whose membership represents the diverse Annapolis community, as well as the larger global society. St. Martin's provides an environment in which students model the love of God with respect for themselves and others. We seek to help students develop their own God-given values, talents and gifts, as well as maintain a high regard for the differences they see in others.

St Martin's is proud of it spiritual and academic excellence. Our commitment to learning about, and from, ourselves and others unites us with the world community.

ST. MARTIN'S LUTHERAN SCHOOL DIVERSITY GOALS

From the AIMS Diversity Statement, St. Martin's school community has implemented the following diversity goals:

- 1.) A formal diversity statement which articulates the clear rationale for the importance of diversity to St. Martin's is attached.
- 2.) The formal diversity statement has been widely distributed to all constituencies, including parents and alumni
- 3.) Established pedagogy and selected curriculum reflect the school's on-going commitment to supporting a diverse school community.
- 4.) School leaders, at all levels, are consistent and clear in supporting the school's commitment to diversity.
 - a. The School Board has approved the formal diversity statement
 - b. The School Board through its leadership acts as a model to the entire school community in supporting diversity
 - c. The School Board received diversity training
 - d. The School Board created policy, established funding priorities, and created a strategic plan which supports the issue of diversity
 - e. The School Board dedicated the time necessary, at its regular meetings, to stay informed about good diversity practices
 - f. The Principal dedicated sufficient time and focus to diversity
 - g. The Principal communicated a vision and determination essential in helping others understand the importance of diversity to the school and its students
 - h. The Principal ensured that all members of the school community receive diversity training, including the administrative team, faculty, staff, students and parents.
 - i. The Principal reached out to make direct contacts with community resources that serve historically under-represented people.
 - j. The PTO and its membership are representative of the diversity of the parent body
 - k. PTO events were welcoming to parents of all backgrounds
 - l. Parent leaders received diversity training which is made available to the entire parent body
- 5.) Beginning with its admissions process, St. Martin's regularly communicated to parents its commitment to diversity