

Montgomery County Council of Parent Teacher Associations

HUMAN RELATIONS GUIDEBOOK

2009-2010

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MCCPTA HUMAN RELATIONS MODEL

This model was originally developed in 1987 in connection with the Montgomery County Public Schools Department of Human Relations. The committee developing the model had representation from a diverse group of parents, teachers and administrators.

The model was adopted by MCCPTA and presented to the Montgomery County Board of Education. PTAs across the county enthusiastically implemented the model, formed Human Relations Committees as part of their Executive Boards and worked with the staff in the Human Relations Department of the MCPS in building human relations awareness in their school communities. In this effort local committees encountered a wide variety of human relations elements that included cultural, race, gender, language, socio-economic, ethnicity, religion, age, and disability issues. To that extent the Human Relations Committee was able to support the local school committees with materials, guidance and visits to local schools. It is time now to revisit these kinds of efforts in our school communities and continue or begin again to rebuild Human Relations Committees on every PTA Executive Board.

MCCPTA HUMAN RELATIONS COMMITTEE MODEL

INTRODUCTION

MCCPTA believes that our school communities are enhanced by our rich diversity. The following is a model for PTA Human Relations Committees functioning at the local school level in Montgomery County. This model is a guideline to support the work of PTA Human Relations Committees in establishing a partnership between PTA and the school community.

I. PURPOSE

- To assist schools and parent groups in making schools open and accessible to all parents, students and families.
- To actively promote positive relations in schools and school related programs and activities.
- To function as a resource and guide to the PTA leadership and parents in a school community.
- To participate in PTA efforts to promote effective parent involvement and outreach.
- To promote a school climate that values and respects the multiplicity of cultures present in our Schools and in our world.

II. FUNCTIONS

A. COMMUNICATION

To communicate regularly with the principal, staff and community to work out goals, objectives and human relations activities.

To alert the principal, staff and PTA leadership to trends and situations in the community; the principal and staff will in turn keep the committee informed of similar situations occurring in the community and within the school.

To provide opportunities among staff and parents to share ideas with other schools.

3. INTERACTION WITH THE STUDENT GROUPS

To meet with student government organizations and other student groups to heighten their understanding of the students' cultures.

To promote the participation of all students in school activities by communicating with families, establishing HR clubs and seeking assistance from the ESOL Department's teachers and counselors.

C. RESOURCE FUNCTION

To establish with the principal and staff parent involvement programs which reflect the needs of individual school communities.

To keep abreast of Board of Education, MCPS and other human relations policies and procedures and communicate them to parents.

To assist the principal and other school staff in the planning of appropriate activities to support ethnic and cultural awareness and sensitivity throughout the year.

To serve as a resource when the school community is resolving crises and/or tensions.

D. OUTREACH

To work with the principal, staff and PTA to develop ways to help parents from various cultural and linguistic backgrounds to actively participate within the school community.

To help the PTA review its activities to be sure that they are inclusive, open and productive for all parents, professional and support staff.

To be a force within the PTA that encourages and promotes positive and inclusive community wide relationships.

To develop outreach efforts that include all parents as an integral part of the PTA.

To provide opportunities for communities to share and celebrate their cultural and ethnic diversity including other parent groups at the school such as the NAACP Parent Council.

To be aware of MCPS programs such as Study Circles and Conquista Tus Sueños and assist with the implementation of these programs at your school if desired.

E. TRAINING

To participate in training provided by MCCPTA.

To assist the principal and staff in the planning, development and implementation of human relations in service workshops for staff, if asked.

III. MEMBERSHIP

The Human Relations Committee of the PTA should include parents (and staff and students when possible) who reflect the cultural and linguistic backgrounds of the school community.

IV. PTA ACTIVITY CONSIDERATIONS

The following activities are provided as suggestions for Human Relations Chairpersons to aid in achieving the goals of the Human Relations Model.

- Participate in the development and review of the school's Management Plan as it relates to Human Relations.
- Foster close contact between the PTA president, local school human relations committee and the principal to include periodic meetings regarding human relations in the school community.
- Assist in the planning of PTA human relations programs.
- Assist with the planning and development of programs and assemblies related to human relations activities throughout the year to ensure that balance and sensitivity are provided.
- Share information on community issues, trends or programs dealing with human relations with the community.
- Assist in familiarizing the community with the services and resources offered by the MCPS Human Relations Staff and other county agencies, such as the Human Relations Commission.
- Develop a timetable of activities for the school year and provide for the assessment of the effectiveness of the PTA human relations programs and activities.