



## Special - (Grade level is specific to the grade level of the base teaching license)

### Cultural Competency

#### [NAC 391.229](#)

#### To receive an endorsement in Cultural Competency:

1. Hold a valid early childhood education, elementary, middle school/junior high, secondary, or special teaching license; and
2. Complete twelve (12) semester credits of coursework in each of the following areas of study:
  - A. Three (3) semester credits of coursework in critical multicultural education, which must include:
    1. Cultural competency identification and assessment, development of knowledge bases and skill sets, and building capacity for cultural competency
    2. Awareness, knowledge and understanding of race and ethnicity, with the content of the course covering, without limitation, geographic origin, residency status, languages, socioeconomic status, sex, gender identity or expression, sexual orientation, religion, spirituality, age, physical appearance, and disability
    3. Equitable practice in pedagogy, selection, and use of instructional materials and curriculum and assessments measuring student learning
    4. Communication and developing relationships with pupils, families, colleagues and community members
    5. Alignment with the standards in the domain of instructional practices of the teacher in the classroom as prescribed by [NAC 391.575](#) and the domain of professional responsibilities of the teacher to support learning and promote effectiveness of the school community as prescribed by [NAC 391.576](#); and
    6. Course materials which reflect current and relevant educational research and evidence-based practices
  - B. Two (2) semester credits of coursework in culturally responsive engagement
  - C. One (1) semester credit of a practicum, which must:
    1. Include, without limitation, at least thirty (30) hours of culturally responsive community engagement work within an organization serving the community adjacent to a high need school; and
    2. Demonstrate a practical application of all course content required above in section A
  - D. Three (3) semester credits of coursework driven by cultural assets in high-need school pedagogy, high-need school leadership, or high-need school care or counseling; and
  - E. Three (3) credits of coursework in participatory action research which includes the completion of a participatory action research project related to a sociopolitical issue in education

**To receive an endorsement as a Specialist in Cultural Competency:**

1. Complete the requirements for a Cultural Competency endorsement as described above; and
2. Three (3) years of verified employment experience in this State in a position at a high-need school that requires license by the Superintendent of Public Instruction pursuant to Chapter 391 of the NRS; and
3. Complete nine (9) semester credits of coursework to include at least three (3) of the following areas of study:
  - A. Multicultural organizational development
  - B. Culturally responsive educational leadership in diverse educational organizations
  - C. Advanced coursework in multicultural curriculum development
  - D. Advanced coursework in ethnic studies, cultural studies, or United States racial formations-focused history
  - E. Intergroup dialogue facilitation; or
  - F. Justice-focused advocacy or justice-focused conflict negotiation

As used in this section, “high-need school” has the meaning ascribed to it in 20 U.S.C. 1021(11).