

CULTURALLY RESPONSIVE TEACHING

A COMPREHENSIVE APPROACH FOR DISTRICTS



Background

Culturally Responsive Teaching (CRT) engages students with authentic and rigorous learning experiences that honors learner's cultural capital. To effectively engage in CRT, teachers need a toolkit of research-based practices they can use to adapt to learner needs and support equity in learner outcomes.

Approach

Our approach: Selected schools will engage in a 2-3 year program that tackles Culturally Responsive Systems, Pedagogy and Assessment. Schools select teams of 3-5 CRT leaders to be trained in research-based "Promising Practices." These leaders support teachers on-site through a dynamic peer-learning cycle consisting of six modules.



Landscape Analysis & Systems Audit

Strategic Vision Setting with school leaders, analysis of existing district systems, submitting report with recommendations, and performance rubric development.



Ongoing Coaching

Annual 3-day workshop, trained identified leaders, virtual bi-monthly coaching, quarterly in-person workshops, newsletters and webcasts on CRT.



Peer-to-Peer Learning

Teachers work in PLCs to engage in action research around best practice. Teachers learn, plan, and execute best practices and analyze data.

Teachers / school leaders will walk away with a strong understanding of Culturally Responsive Practices that can be immediately implemented

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School Requirements

- Team composition: up to 10 Participants in Year 1, including an instructional coach
- Selected schools will need to dedicate time for CRT Leaders and participating teachers to meet weekly (60 min weekly)
- School based-CRT Leaders will need an additional planning period per week
- CRT Leaders attend an introductory workshop in June 2022 (1 Day)
- CRT Leaders and participating teachers in PLC will participate in workshops in September 2022 (3 Days)

Benefits of Program

- Audit of current systems and recommendations for how they can be more culturally responsive
- Customized strategic plan centered on Culturally Relevant Teaching
- Customized Rubric for Culturally Responsive Teaching based on district priorities
- Teachers engage in action research and disaggregate student work by subgroups
- Teachers put practice into action immediately
- Quarterly in-person training sessions for leaders
- Ongoing coaching for CRT Leaders: virtual sessions, newsletters, trainings and more.

ACTION RESEARCH PLC MODEL

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1

School Level Landscape Equity Analysis -

Our team works with school leaders to conduct needs assessments, site visits, virtual strategic planning sessions, and identify school leaders willing to lead PLCs.

2

Training of School Based Leaders -

Our team of consultants train school based leaders with background information in Culturally Responsive Promising Practices and Coaching tools to support them in peer-to-peer PD. These leaders will receive ongoing coaching, and in-person/virtual sessions to support their work.

3

Implementation of Peer to Peer Learning Program -

Using our Learning Management system teachers work in school based PLC's led by school identified leaders. Teachers meet weekly to undergo an action research cycle for 6 modules.

Deep learning for educators: research based, actionable, and peer-led

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Participant Feedback

Feedback



I am so grateful to have this program available to us. I think it is well worth time and effort.



Love AdaptiveX and the reflection process it is facilitating in me as a leader. Thank you!



This was truly one of the best PD sessions I have ever attended. We were able to focus on problems, symptoms, and solutions. The loops that create inequity resonated with me, along with personal reflections about harms and privilege.



I think using the anti-racist rubric was really impactful for me. It helped me think about specific policies and situations at my school and put words to issues that I saw.

