



Through training, our educators and school staff will gain skills to make learning more culturally relevant and recognize and celebrate the unique gifts of each student. Culturally responsive practice helps students feel safe, valued and more ready to learn.

Culturally Responsive Professional Practice



Here's what we're doing to help educators improve their culturally responsive professional practice

1 Training for staff and teachers

We will provide training for teachers and staff around anti-racist teaching and practices—and how to foster a classroom environment that respects and values all cultures.

2 Accountability at each school

Each school has a core team of educators, staff and families (Building Leadership Team) who will work together to ensure decisions around budget, professional development and student supports are made with a focus on racial equity.

3 Cultivating equity leaders

We will grow teacher leaders, specifically teachers of color, to help support coaching, mentoring, and professional development across the school and district.

The outcome for our students

Undoing legacies of racism in our educational system by adults means that students— especially those furthest from educational justice—thrive in classrooms and school and graduate prepared for college, a career, and community participation.



WORKING TOWARD OUR GOAL

In addition to recruiting and attracting educators of color, we are providing our staff with training that fosters a learning environment where students thrive. From the books in our libraries to building off of the cultures and customs of all of our students and families, this goal is aimed at ensuring our schools are safe and welcoming for every student. Our work so far includes:



Professional development around cultural competency:

- **76%** of first year teachers completed 101 training
- **34%** of 2nd and 3rd year teachers completed 201 training
- **1,355 educators** across 25 schools attended a racial equity literacy series during the 2019/2020 school year. There were a total of 20 teacher-leader facilitators for this series

How we measure progress

- + Continued professional development
- School-based staff working condition surveys
- + Student and family culture and climate surveys
- + Equitable access to services (i.e., special education, English language learners, and highly capable)
- = Student perception surveys of culturally responsive teaching they experience

