

Response Sheet: Culturally Proficient Practices
Reflecting from the Inside/Out

| <i>Essential Element: Standards for Planning and Evaluating</i> | <i>Current Practices</i> | <i>Proposed Practices</i> |
|---|--------------------------|---------------------------|
| Assessing Culture <i>Naming Differences: Identify cultural groups present in the system</i> Guiding Questions: <ul style="list-style-type: none"> • What are the unwritten rules in your school? • How do you describe your own culture? • How does your school provide for a variety of learning styles? | | |
| Valuing Diversity <i>Claiming the Differences: Develop an appreciation for the differences among and between groups</i> Guiding Questions: <ul style="list-style-type: none"> • How would you describe the diversity in your current professional setting? • How do you react to the term valuing diversity? • How do you and your colleagues frame conversations about the learners? | | |
| Managing the Dynamics of Difference <i>Reframing the Differences: Learn to respond appropriately and effectively to the issues that arise in a diverse environment</i> Guiding questions: <ul style="list-style-type: none"> • How do you handle conflict in the classroom? • What skills do you possess to handle conflict? • Describe situations of cross-cultural conflict that may be based on historic distrust. | | |

Source: Cultural Proficiency: A Manual for School Leaders (3rd ed.). Lindsey, Nuri Robins, Terrell; 2009. Thousand Oaks, CA. Corwin

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| <p>Adapting to Diversity <i>Changing for the Differences: Change and adopt new policies and practices that support diversity and inclusiveness.</i></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> • How have you recently adapted to the needs of a new member? • How has your organization recently adapted to the needs of new members? • Describe examples of inclusive language and of inclusive materials. • How do you teach your clients (students, parents, community members, business leaders,...) about the organization's need to adapt to cultures? | | |
| <p>Institutionalizing Cultural Knowledge <i>Professional Learning About Differences: Drive the changes into the systems of the organization</i></p> <p>Guiding Questions:</p> <ul style="list-style-type: none"> • What do you currently know about the cultural groups in your organization and among your clients? • What more would you like to know about those cultures? • How do you and your colleagues learn about these cultural groups? | | |