Royal Oak Schools Board Presentation

October 10, 2019
Key Terms

Cultural Competence

- The ability to successfully teach students who come from cultures other than your own.
- It entails developing certain personal and interpersonal awareness and sensitivities, learning specific bodies of cultural knowledge, and mastering a set of skills that, taken together, underlie effective cross-cultural teaching.

Cultural Proficiency

- Cultural Proficiency is the set of values and behaviors in an individual, or the set of policies and practices in an organization, that create the appropriate mindset and approach to effectively responding to the issues caused by diversity.

Social Justice

- When an institution – such as a school or school district – or a society that tries to expand equal opportunities and outcomes for all members of society, that challenges inequities and discrimination, promotes participation of all people.
Student Voice

Staff Training (Professional Learning)

Administrator Training (Professional Learning)

Parent/Community Engagement

A Multifaceted Approach
Student Voice

- Student Diversity Forum
  - 2017–18
  - 2019–20
- Student Fishbowl Dialogue
  - Middle School (2016)
  - High School (2019)
Middle School
- Teachers have high expectations for me?
- Teachers show personal concern for me as an individual?
- We can talk openly about racial issues in my classes?
- My race/ethnicity is valued at school?
- Teachers actively engage me in learning in classes?

High School
- Teachers have high expectations for me?
- Teachers show personal concern for me as an individual?
- We can talk openly about racial issues in my classes?
- My race/ethnicity is valued at school?
Staff Training (Building & District-Level)

- Leadership Council
  - Culturally Responsive Teaching (2019–20)

- Cultural Competence/Proficiency Training
  - All elementary schools (2016–Present)
  - Middle School (2017–2019)
  - High School (2019–2020)
The Essential Elements

- Assess Culture
- Value Diversity
- Manage the Dynamics of Difference
- Adapt to Diversity
- Institutionalize Cultural Knowledge

Yellow
Is the color of gold, butter and ripe lemons. In the spectrum of visible light, yellow is found between green and orange.

Blue
Is the colour of the clear sky and the deep sea. It is located between violet and green on the optical spectrum.

Red
Is the color of blood, and because of this it has historically been associated with sacrifice, danger
More Staff Training

- Social Justice Project (2017 & 2018)
- Culturally Responsive Teaching
- Educating African American Males
- Courageous Conversations About Race
- Anti-Racist Leadership Institute
- Oakland County Council for Diversity, Equity, Inclusion and Social Justice
Administrator Training

Culturally Proficient Leadership

The Tools of Cultural Proficiency

Guiding Principles
- Underlying values of the approach

The Continuum
- Language for describing both healthy and non-productive policies, practices and individual behaviors

The Essential Elements
- Behavioral standards for measuring, and planning for, growth toward cultural proficiency

The Barriers
- Caveats that assist in responding effectively to resistance to change
A Review of Our Work

Session 1
▪ An introduction to Cultural Proficiency

Session 2
▪ Exploring our Social Identities
▪ Exploring our barriers as a district to cultural proficiency

Session 3
▪ Stereotypes and Unconscious Bias

Session 4
▪ Privilege and Marginalization
▪ White Privilege

Session 5
▪ Racial Identity Development
▪ Barriers to Cultural Proficiency

Session 6
▪ The Guiding Principles of Cultural Proficiency
A Review of Our Work

Session 7
- Microaggressions
- Cultural Proficiency Continuum

Session 8
- Microaggressions
- Cultural Proficiency Continuum

Session 9
- Mindset for Cultural Proficiency
- The Essential Elements

Session 10
- The Dynamics of Difference
- Understanding Cultural Differences
Parent/Community Engagement

- Facilitated a Community Forum focused on Diversity, Equity and Inclusion (2017)
- Met with staff, parents, and community members to explore establishing a community partnership
Where do we go from here?
Some Recommendations

- Culturally Proficient Leadership Training (Board)
- Hire a Director of Equity and Inclusion (District)
- Create an Equity Plan (District)
- Include Cultural Proficiency as a part of your evaluation system.
- Establish Equity Teams (Building-Level)
- Establish Equity Team (District-Level)
Any Questions?
Thank You!!! 😊

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