



ISEA Professional Development Academy
In partnership with Iowa Safe Schools

Course Syllabus: Cultivating Diverse Classrooms: Cultural Competency

Number of Credits: 2*

Course Instructors: Mark Busch & Becky Smith

Course Description:

With the increase of social justice issues being highlighted in the media across the country, the practice of cultural competency has become a crucial skill educators are encouraged to practice. Classrooms have become more diverse, creating a need for educators to be cognizant of different practices, beliefs, and needs of each individual student. A number of practices adopted by school districts across the country have been shown to contribute to creating inclusive environments for students from different cultural backgrounds.

This course will cover the subject of cultural competency, and why understanding this subject is crucial to better serve students. Participants will be guided through terminology, the policies and practices that contribute to cultural competency, and be given ideas on how to support student success and positive change in policies and practices of school districts.

Learning Objectives:

Upon completion of this course, students will be able to:

- Identify the terms and concepts associated with cultural competency

- Demonstrate an awareness of the role cultural competency plays in the life of a student, and their relationship with the educational system as a whole.
- Create a plan to encourage positive student interaction in the classroom
- Develop strategies to practice cultural competency in their classroom, and ensure minority-identified students have the opportunity to voice needs and ideas related to their education and learning.

*** Course Requirements:**

To receive full credit for the course, participants must complete ALL assignments and respond to specific questions outlined in each assignment. Failure to complete all assignments will result in a disqualification in the course and a failing grade.

Other Course Information:

Getting Started

- After registering for the course, you will be sent an email with the website address, password and course key you need to access your online course, along with login instructions.
- Access each assignment through the course home page. All assignments will be submitted through the Moodle platform on each respective assignment page.
- Please save a backup copy of all course assignments and completed work.

Participation

- You are not required to be present (i.e. online) specific days or times. You will work at your own pace. The course is structured in 6 Weekly Units, however all assignments will not be due until the final day of the course.
- All responses will be posted online. Large documents, files, photographs or PowerPoint presentations may be attached as part of your response by using the “Submit A File” option.

- You may work collaboratively and submit similar responses on all assignments except for quizzes which must be done individually.

Research

The Ethics of Cultural Competence in Higher Education, 1st Edition (2015)

Beverly A. Burnell (Editor), Heidi Schnackenberg (Editor)

Description: This new book presents both research (qualitative, quantitative, and mixed-design) and conceptual chapters about the ethical factors to be considered in teaching, administration, and professional practice in higher education settings. The book includes recent research-based ideas in the field of higher education.

Topics include cultural competencies for higher education faculty, professionals, and administrators, such as use of language in communicating concepts to students for whom English is not a first language, avoiding imposition of bias, encouraging exposition of perspective, and ethical practices for professionals working with the diverse environments and populations in higher education settings.

ISBN-10: 1926895509

Readings for Diversity and Social Justice, 3rd Edition (2013)

Maurianne Adams (Editor), Warren Blumenfeld (Editor), Carmelita Castaneda (Editor), Heather W. Hackman (Editor), Madeline L. Peters (Editor), Ximena Zuniga(Editor)

Description: For more than a decade, *Readings for Diversity and Social Justice* has been the trusted, leading anthology to cover the full range of social oppressions from a social justice standpoint. With full sections dedicated to racism, sexism, classism, heterosexism, and ableism, as well as transgender oppression, religious oppression, and adult and ageism, this bestselling text goes far beyond the range of traditional readers. New essay selections in each section of this third edition have been carefully chosen to keep topic coverage timely and readings accessible and engaging for students. The interactions among these topics are highlighted throughout to stress the interconnections among oppressions in everyday life.

ISBN-10: 0415892945

INTASC Standards that are addressed in this course:

- 2. The teacher understands how children learn and develop, and can provide learning opportunities that support their intellectual, social and personal development.
- 3. The teacher understands how students differ in their approaches to learning and creates instructional opportunities that are adapted to diverse learners.
- 4. The teacher understands and uses a variety of instructional strategies to encourage students’ development of critical thinking, problem solving and performance skills.
- 5. The teacher uses an understanding of individual and group motivation and behavior to create a learning environment that encourages positive social interaction, active engagement in learning, and self-motivation.
- 6. The teacher uses knowledge of effective verbal, nonverbal, and media communication techniques to foster active inquiry, collaboration, and supportive interaction in the classroom.
- 7. The teacher plans instruction based upon knowledge of subject matter, students, the community, and curriculum goals.
- 9. The teacher is a reflective practitioner who continually evaluates the effects of his/her choices and actions on others (students, parents, and other professional in the learning community) and who actively seeks out opportunities to grow professionally.
- 10. The teacher fosters relationships with school colleagues, parents, and agencies in the larger community to support students’ learning and well-being.

Assignment Checklist

Week	Topic/Activity	In Class	Out of Class
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	<p><u>Getting to Know the Class; Additional Readings:</u> Take the time to get to know the class layout, read over the Help section, and review any other materials present in the class to get started. Take your time!</p>		3 hrs
1	<u>Understanding the Basics</u>		
	<p>Discussion: Introductions – In this activity, participants will have the opportunity to introduce themselves to their cohort, and state why they are interested in learning more about cultural competency. In addition, they are encouraged to build their user profile, so fellow participants can get to know them better.</p>	1.5 hrs	3 hrs
	<p>Discussion: What is Cultural Competency? – In this activity, participants will read articles explaining what cultural competency is, along with other important terms and concepts. They will also watch a webinar by the instructor, that overviews the concept of cultural competency, and write responses to questions about the articles assigned.</p>	1.5 hrs	3 hrs
	<p>Discussion: Diversity 101– In this activity, participants will examine basic concepts of diversity, and how diversity can contribute to and impact classroom interactions. They are then assigned critical thinking questions on views of diversity, and their own interactions with diversity in the classroom.</p>	1.5 hrs	3 hrs
2	<u>Diving Deeper into Cultural Competency</u>		

	Discussion: Intersectionality – Participants will explore the overarching topic of intersectionality and review Ted Talks featuring various speakers on the subject.	1.5 hrs	3 hrs
	Discussion: Competency vs. Humility – In this activity, participants will read articles and explore the differences between competency and humility. They are then assigned critical thinking questions, sparking discussion between other participants on their experiences with both feeling competent and humble in their own identities.	1.5 hrs	3 hrs
	Discussion: Micro-Aggressions – In this activity, participants will read articles on the concept of micro-aggression, and how it links to cultural competency in the classroom. They will then discuss with each other examples of micro-aggressions that they see in their school or community, and how they can address micro-aggressions as an educator.	1.5 hrs	3 hrs
	Discussion: White Privilege – In this activity, participants will explore articles and webinars on the subject of white privilege. In critical thinking questions, they will be asked to look at their own school for evidence of white privilege, and connect how white privilege impacts cultural competency in the classroom.	1.5 hrs	3 hrs
3	Exploring Areas of Competency		
	Discussion: Discrimination – In this activity, participants are given reading and activity	1.5 hrs	3 hrs

	<p>assignments on different examples of discrimination in the education setting, and the effects that discrimination has on students. In addition, they will watch a brief webinar by the instructor, outlining the importance of understanding how these practices target students of with diverse identities. Participants are then assigned discussion questions that require critical thinking of concepts covered in readings and the video.</p>		
	<p>Discussion: Race and Ethnicity– In this activity, participants will watch a webinar by the instructor on some of the differences between the experiences of students of color and white students. They will then read articles explaining more about the importance of being aware of different policies and practices that contribute to racial disparities in schools. Additionally, participants will be asked to respond to critical thinking questions on policies, and discuss with fellow participants.</p>	2.5 hrs	3 hrs
	<p>Discussion: Faith Practices – In this activity, participants read articles and watch videos explaining how different faith traditions and practices can impact the life of a student. They will examine how educators can be cognizant of these practices, and respond with respect and understanding. They will then answer critical</p>	1.5 hrs	3 hrs

	thinking questions, exploring their experiences of interacting with different faith practices.		
4	Location, Location, Location		
	Discussion: Socioeconomic Status – In this activity, participants will read articles and watch seminars about what impact socioeconomic status has on students in schools. Concepts covered will also include poverty, middle class status, and wealth, and how educators can be supportive to students, regardless of where they fall on socioeconomic scales. After assigned materials are reviewed, participants will discuss ideas around socioeconomic status, and what educators can do to be supportive of students.	1.5 hrs	3 hrs
	Discussion: Geographic Status – In this activity, participants will explore different areas and key points of how geographic status can influence students. Rural, suburban, and urban area will be explored, and how it shapes the identity of a student and their values. They will then discuss their own experiences in the discussion forum.	1.5 hrs	3 hrs
	Discussion: Refugee Status – In this activity, participants will read about some of the different areas of the world that refugees are coming from. They will also read and watch webinars on how the experiences of refugees shapes how they learn and interact with others. After reviewing	1.5 hrs	3 hrs

	materials, participants are tasked with answering critical thinking questions related to the subject, and discussing themes with fellow participants.		
5	It's All in the Family		
	Discussion: Family Relationships– In this activity, participants will read on some of the different family structures that exist across cultures. They will also watch a webinar by the instructor on why it is important for teachers to be aware of how these family relationships can affect how students engage in education, as well as how educators interact with the family. Participants are then assigned the task of discussing themes, and how they plan to adapt to changing student needs.	1.5 hrs	3 hrs
	Discussion: Cultural Proficiency– In this activity, participants will read articles and watch seminars on cultural proficiency, and how it relates to education. After reviewing class materials, participants are tasked with examining their school's cultural proficiency.	1.5 hrs	3 hrs
	Reflection: Safe Spaces– In this activity, participants will read articles about the importance of creating safe spaces in the classroom, so students feel heard. In addition, they will watch a webinar by the instructor on basics that should be covered in classrooms so everyone feels safe and included. After assigned materials are reviewed, participants will discuss why safe	1.5 hrs	3 hrs

	space is so important, and what steps they will take to ensure all students feel that they can express themselves.		
6	Next Steps		
	Discussion: The Value of the Student Perspective– In this activity, participants will watch a webinar by the instructor on the intersectional views that students have, and the value of including those perspectives in the classroom. They will then read an article explaining why the lived experiences of students can enrich the classroom. Additionally, participants will be asked to respond to critical thinking questions on student views and perspectives, and how they would integrate that in their classroom.	1.5 hrs	3 hrs
	Discussion: Starting the Conversation – In this activity, participants will read articles and watch webinars on how to implement cultural competency practices in their classroom, and how to include students in the process of learning and appreciating diversity in the classroom. After reviewing materials, participants will discuss themes and their thoughts on implementing practices that encourage cultural competency in the classroom.	1.5 hrs	3 hrs
	Final Assignment: Implementation and Review – In the final assignment, participants will submit a reflection on the themes of the course, and	2 hrs	3 hrs

	identify areas that their school can improve on. They will also discuss how they plan to be supportive of students who represent the diversity in Iowa communities.		
	Total Class Time	30 hours	60 hours

Coursework

Participants can earn up to 140 points total for the course. The following table depicts the breakdown of points possible for the required coursework

Activity	Points
18 Discussions (5 points each)	90
Final Implementation Plan/Paper	50
Total	140

Grading Scale – Graduate Credit

100-90% (140-126 points)	A
89-80% (125-112 points)	B
79-70% (111-98 points)	C
69-60% (97-84 points)	D
59%-Below (<83 points)	F

Grading Scale - License Renewal Credit

100-80% (140-112 points)	P
79%-Below (<111 points)	NP

Student Requirements

In order to receive a passing grade in the course, students are required to:

- Participate in **ALL** discussion forums
- Complete a final implementation plan

Americans with Disabilities Act:

If you are a student with a disability and require any auxiliary aids, services, or other accommodations for this class, please see the instructor to discuss your accommodation needs.

Grading Rubrics for Individual Activities

Discussion Forums (90 points possible)

Discussion Forums are a synchronous ways to engage in class discussions. They require you to submit an answer to a question and respond to the posts of other peers. Because they are an integral part of sharing strategies, analyzing research, and sharing ideas, discussion forums in this course comprise a significant percentage of your final grade. It's highly recommended that you read and respond to more than the required two peer postings because greater participation will facilitate a greater depth of understanding. Additionally, it's important to make posts in a timely manner to benefit from peer responses.

Grading Rubric for Discussion Forums		
		Points
Critical Thinking	Makes connections to the other content and real-life that are supported by reference(s) and example(s)	1

	Offers new ideas, connections, or applications	1
	Expresses and justifies personal opinion	1
Assignment Specific Criteria	Addresses all parts of the assignment, cites sources	1
Participation (Responses to at least 2 peer posts)	Responds to other posts (when available)	1
Total Points Possible		5

Final Assignment (50 points possible)

The final assignment is a critical part of this course. Participants must complete a one and one-half to two-page final assignment. The paper is meant to be a reflection as well as a chance to state what you will use going forward. The rubric below will be used to grade the final assignment, but additional details will be provided within the course.

Grading Rubric for Implementation Plan		
		Points
Critical Thinking	Highlights any new knowledge gained as a result of course.	10
	Offers new ideas, connections, or applications	10
	Expresses and justifies personal opinion	6
	Discusses Overall Implications	4
Assignment Specific Criteria	Addresses all parts of the assignment, cites sources	4
Mechanics	Writing is clear, well developed, and organized, No or few grammar and spelling errors	4
Implementation	Clearly states ideas to use in the future	4
	States resources to be used	4
	Is realistic in their approach – understands limitations may exist	4
Total Points Possible		50