

**PROFESSIONAL DEVELOPMENT COMPETENCIES FOR
ENHANCING TEACHER EFFICACY IN IMPLEMENTING
EDUCATION THAT IS MULTICULTURAL AND
ACCELERATING MINORITY ACHIEVEMENT**

CORE COMPETENCIES

- **INTERCULTURAL COMMUNICATION**
- **PREJUDICE REDUCTION**
- **ESTABLISHING CULTURALLY SUPPORTIVE
LEARNING ENVIRONMENTS**
- **DESIGNING CURRICULUM AND INSTRUCTIONS
FOR EDUCATION THAT IS MULTICULTURAL AND
ACCELERATING MINORITY ACHIEVEMENT**
- **TESTS, MEASUREMENTS AND ASSESSMENTS FOR
ACHIEVEMENT EQUITY**

Education That Is Multicultural and Achievement
Core Competencies
INTERCULTURAL COMMUNICATION

Education that is Multicultural Key Objectives	Minority Achievement Key Objectives
Participants will be able to:	Participants will be able to:
Define vocabulary of the field, definition of culture and multiculturalism to be inclusive of the diversity represented in ETM, including the mainstream culture of the United States.	Develop communication strategies to eliminate cultural conflict between the home and school environment.
Analyze and affirm commonalities and differences between and among cultures.	Develop instructional strategies that bridge the verbal and non-verbal communication styles of students and the preferred communication styles of educators.
Articulate and implement principles of multicultural education in the written, taught and assessed curriculum.	Develop instructional strategies that use the language, communication styles and culture of the home as vehicles to accelerate student achievement in academic subject areas.
In order to: Develop and apply strategies for communicating across cultures, including of gender and poverty.	In order to: Use cultural communication styles as tools to enhance student achievement in the written, taught and assessed curriculum.

Education That Is Multicultural and Achievement
Core Competencies
PREJUDICE REDUCTION

Education that is Multicultural Key Objectives	Minority Achievement Key Objectives
Participants will be able to:	Participants will be able to:
Self-assess and claim ownership of their own prejudices and biases, and identify strategies to overcome when teaching.	Demonstrate an understanding of prejudice and discrimination and the negative effects of both on the academic achievement of minority students.
Develop the capacity and skill to challenge biases and stereotypes, which inhibit intergroup understanding.	Develop an action plan that demonstrates instructional strategies, which proactively avoid and eliminate bias and stereotyping, prejudice and discrimination from the instructional process.
In order to:	
Learn and practice techniques for combating prejudice, harassment and/or discrimination in the learning environment.	
Identify and use strategies, which foster intergroup understanding and positive academic and social relationships.	
Create bias and harassment free learning environments for all students.	

Education That Is Multicultural and Achievement
Core Competencies
ESTABLISHING CULTURALLY SUPPORTIVE LEARNING
ENVIRONMENTS

Education that is Multicultural Key Objectives	Minority Achievement Key Objectives
Participants will be able to:	Participants will be able to:
Describe and implement communal and cooperative learning strategies that establish and nurture a classroom climate of inclusiveness, affiliation, and mutual support.	Recognize and reflect on their own teaching practices in relationship to the Teacher Expectations/Student Achievement (GESA research).
Create a physical environment in which all students see themselves and others in traditional, non-traditional, and non-stereotypical ways.	Examine their beliefs and exceptions for students of various social, ethnic and economic groups in order to modify their teaching behaviors to ensure they hold the same high expectations for all students.
Describe and help students use problem solving and conflict resolution strategies.	Identify a repertoire of teacher behaviors that increase students' willingness to take intellectual risks and develop self-efficacy in academic achievement.
Provide classroom opportunities so that students become aware of the stereotypes associated with various cultural groups and understand the negative impact of stereotyping.	Describe an array of grouping practices that students should experience daily in order to maximize academic achievement.
Commit to achieving equity for all students and believe that they are capable of making a difference in their students' learning.	Use strategies that help all students to be motivated to work toward the highest degrees of academic achievement.
Describe their own cultural identities.	
Understand and appreciate how expectations have a profound impact on the self-confidence and educational outcomes of all learners.	
Demonstrate and understanding of how cognitive assumptions and biases influence the ways in which knowledge is constructed and contributes to educational inequities.	
In order to: Organize the educational environment in ways that support diverse learning styles and multicultural perspectives.	

<p style="text-align: center;">Education That Is Multicultural and Achievement Core Competencies DESIGNING CURRICULUM AND INSTRUCTION FOR EDUCATION THAT IS MULTICULTURAL AND ACCELERATING MINORITY ACHEIVEMENT</p>	
Education that is Multicultural Key Objectives	Minority Achievement Key Objectives
Participants will be able to:	Participants will be able to:
Identify diversity factors that should be reflected in curriculum and instruction for education that is multicultural.	Vary instructional communication strategies in order to bridge gaps in academic achievement.
Identify cultural disparities that may exist in curriculum and in instructional practice that may impact student achievement for diverse student populations.	Use a variety of instructional grouping strategies in order to accelerate minority achievement and avoid tracking students in low performing groups.
Demonstrate and understanding of the impact of diversity factors on teaching style.	Demonstrate instructional behaviors that communicate high expectations for all students to achieve at high levels of academic performance.
Develop and implement interdisciplinary units integrating multicultural approaches.	Identify and implement instructional interactions that specifically results in acceleration of academic achievement for low performing ethnic, gender and socioeconomic student groups.
Commit to achieving equity for all students and believe that they are capable of making a difference in their students' learning.	Use strategies that help all students to be motivated to work toward the highest degrees of academic achievement.
Identify the tenets and infusion goals in the Education That Is Multicultural By Law in order to review existing curriculum for ETM infusion and to infuse ETM into curriculum where it does not exist.	
Review existing instructional materials for possible bias across ethnicity, gender and socioeconomic class.	
Select culturally relevant instructional materials for use in the classroom.	

<p>Understand Theory and Practice for:</p> <ul style="list-style-type: none"> • Education That Is Multicultural • Accelerating Academic Achievement for Diverse Student Populations • Asset Based Education • Multiple Intelligences • Culturally Relevant and Responsive Instruction • Mediated Learning • Dimensions of Learning • Communal Learning • Differentiated Instruction • Cooperative Learning
<p>Use James Bank's four levels of curriculum transformation to analyze existing curriculum and develop multidisciplinary lessons at the transformational and social action levels.</p>
<p>Develop and implement units and lessons plans, which are reflective of the tenets of Education That Is Multicultural.</p>
<p>Evaluate the effectiveness of ETM based lesson plans on accelerating minority achievement.</p>
<p>Demonstrate an understanding of how cultural assumptions and biases influence the ways in which knowledge is constructed, understood and expressed.</p>
<p>In order to: Design and implement curriculum and instruction that expands teaching efficacy in Education That Is Multicultural and results in accelerating Minority Achievement.</p>

Education That Is Multicultural and Achievement
Core Competencies
TESTS, MEASUREMENTS AND ASSESSMENTS FOR
ACHIEVEMENT EQUITY

Education that is Multicultural Key Objectives	Minority Achievement Key Objectives
Participants will be able to:	Participants will be able to:
Analyze and report achievement and participation data in a disaggregated format.	Ensure widespread awareness of the achievement gaps through identification of patterns of achievement associated with ethnicity, gender or socioeconomic status.
Increase capacity to provide diverse members of the school community with ready and user friendly access to achievement data.	Utilize disaggregated data to attain stakeholder support for equitable program development throughout the school community.
Select and use assessments that control for the documented needs of diverse student learner groups.	Infuse assessments tools that take into consideration the affective and cultural domains of the child.
Develop the capacity to analyze disaggregated data and to identify programs and practices that are ineffective in reducing and/or eliminating the achievement gaps.	Utilize assessments to monitor academic growth and to inform the design of focused instruction for acceleration of minority achievement.
Provide students with a multiplicity of opportunities and formats to show what they know.	Demystify testing formats and modalities for students as part of their testing preparation.
Select testing and assessment tools that have been normed on a variety of ethnic, gender and socioeconomic populations.	
<p>In order to: Provide equitable, fair and accurate measures of student achievement that will allow teachers to:</p> <ul style="list-style-type: none"> • Document instructional effectiveness, and to • Design instruction that results in breakthrough acceleration of minority achievement. 	