



New York State Education Department
Office of Special Education
Educational Partnership





Values, Equity, and Cultural Responsiveness



Created by the technical Assistance Partnership for Equity at Bank Street College of Education

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Disclaimer

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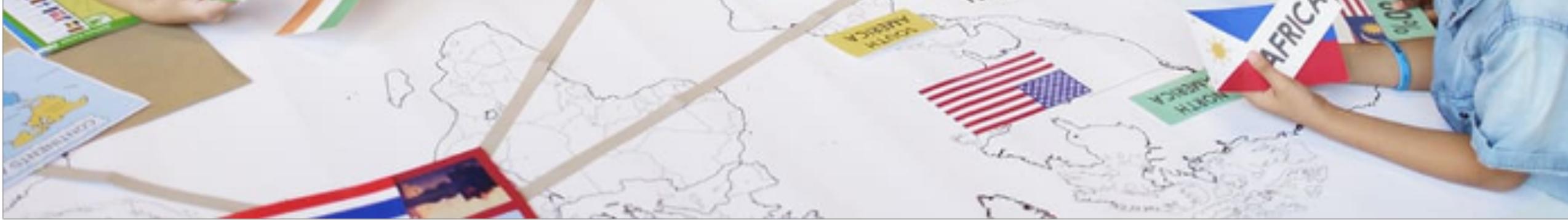
Our Staff



Today's Facilitators

Agenda

- Welcome, Introductions, and Norms
- Section 1: Revisiting Definitions of Equity, Culture, and Values
- Section 2: The Culture Tree Reflection
- Section 3: Exploring Core Values Activity
- Section 4: Bringing Values and Culturally Responsive-Sustaining Education (CRSE) Practices

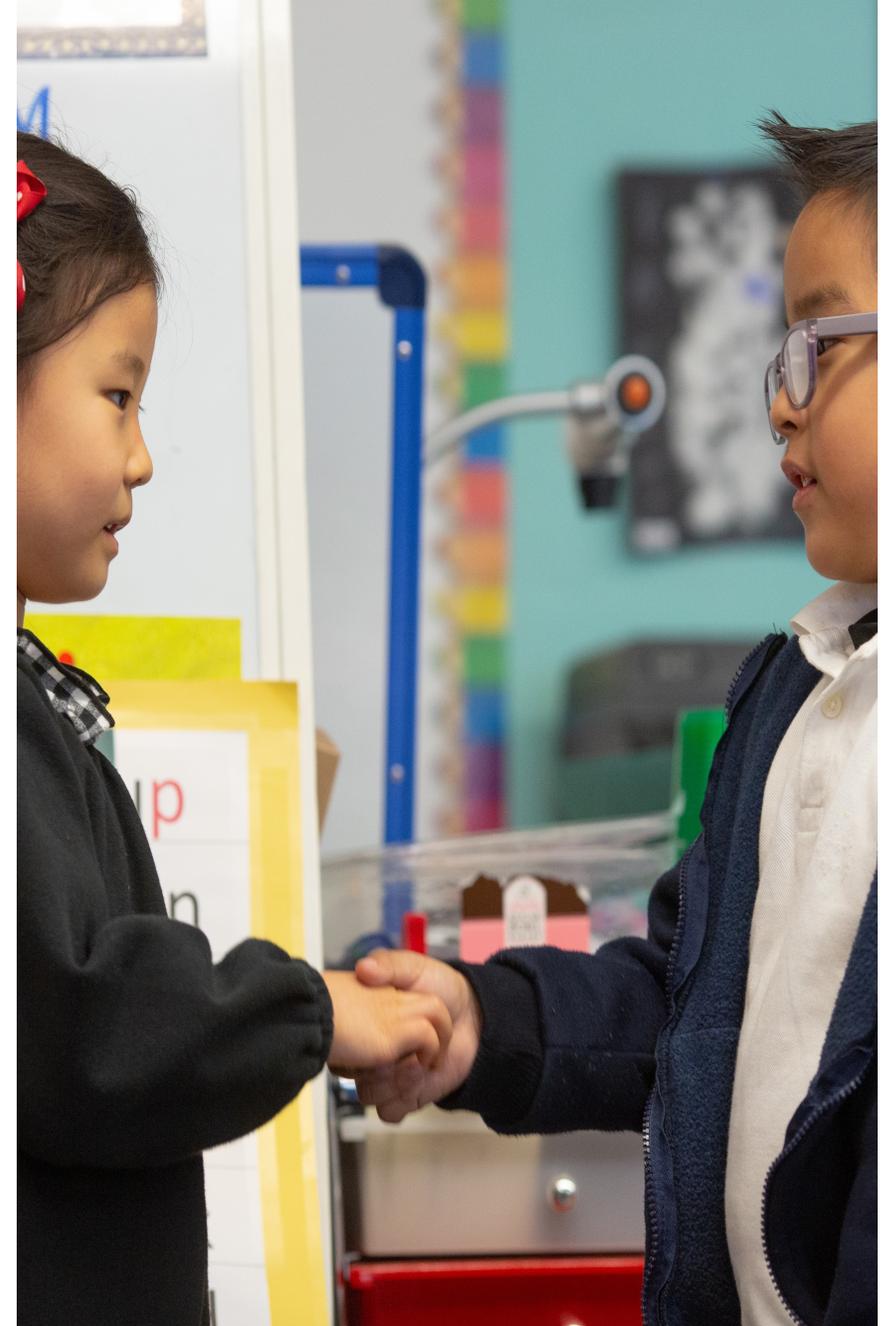


Session Objectives

- Learn about values as an element of culture.
- Complete an activity of identifying core values.
- Reflect on the role of values and culture in education systems.
- Examine resources & action plan to bring values & CRSE practices to work with students and families.

Introductions

- Name
- Role
- District
- School
- Population Served



Norms and Community Agreements

- Participate to the best of your abilities
- Speak your truth- use “I” statements
- Ask clarifying questions and provide feedback
- Listen with respect
- Honor confidentiality (what’s said here stays here, what’s learned here leaves here)
- Expect and accept a lack of closure
- Push your growing edge

Blueprint for improved results for students with disabilities



Self-Advocacy

Students engage in self-advocacy and are involved in determining their own educational goals and plan.



Family Partnership

Parents, and other family members, are engaged as meaningful partners in the special education process and the education of their child.



Specially-Designed Instruction

Teachers design, provide, and assess the effectiveness of specially-designed instruction to provide students with disabilities with access to participate and progress in the general education curriculum.



Research-Based Instruction

Teachers provide research-based instructional teaching and learning strategies and supports for students with disabilities.



Multi-tiered Support

Schools provide multi-tiered systems of behavioral and academic support.



Inclusive Activities

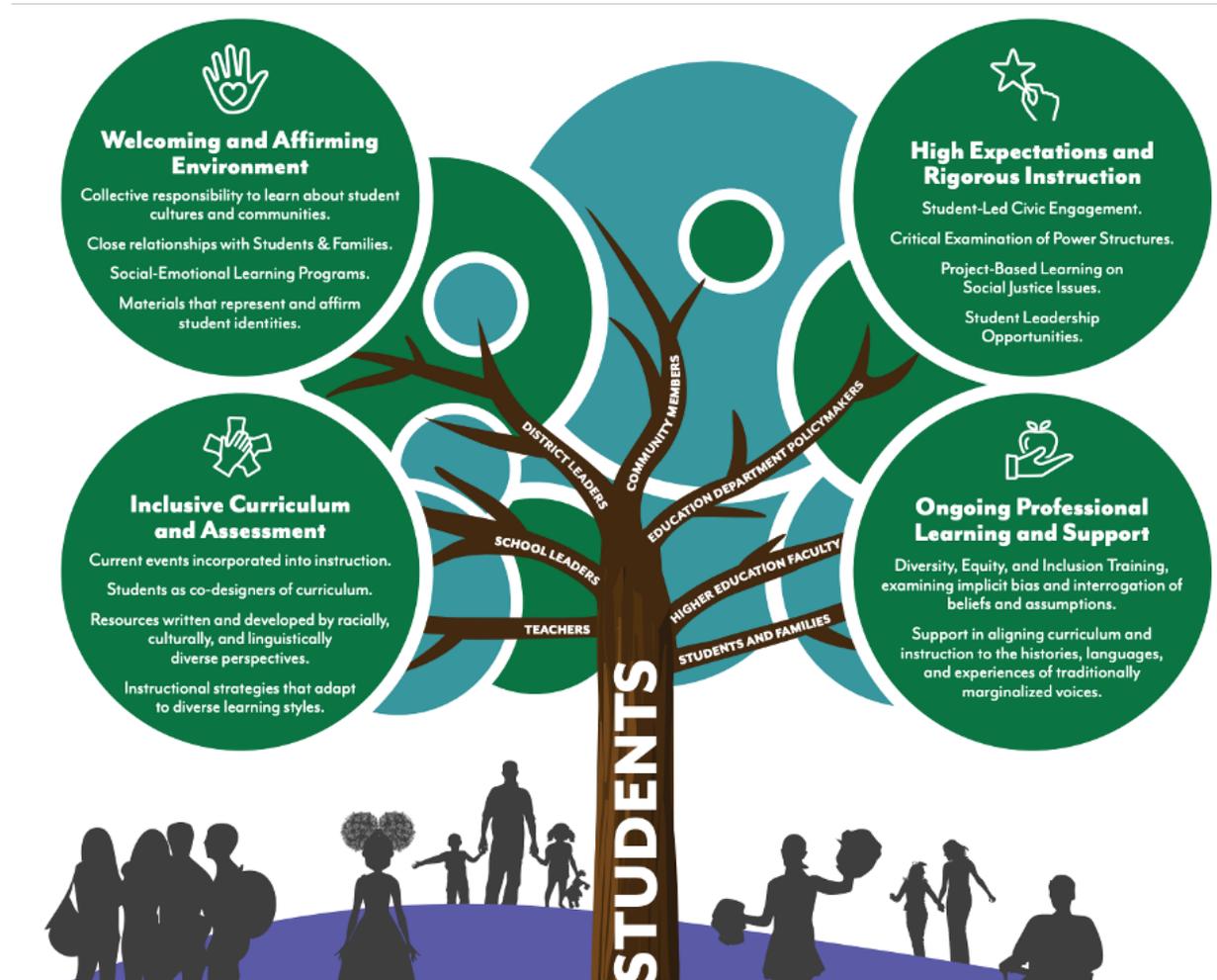
Schools provide high-quality inclusive programs and activities.



Transition Support

Schools provide appropriate instruction for students with disabilities in career development and opportunities to participate in work-based learning.

The NYSED CRSE Framework



Materials

- Values, Equity and Cultural Responsiveness
 - This is a PDF of today's presentation that you can use to follow along
- Values, Equity, and Cultural Responsiveness Participant Learning Journal
 - This document is your notes document for today's session
- Values and CRSE Resource Folder
 - This resource folder contains relevant materials we will use to action plan to bring Values & CRSE Practices to work with students & families



(Re)visiting Definitions: Equity, Culture, and Values

How do Educator Values Impact Access, Opportunity, and Equity for Students?

Journal

Page 1 with Definitions



SECTION 1: Revisiting Definitions of Equity, Culture and Values

How do Educator Values Impact Access, Opportunity and Equity for Students?

	Definition (in your own words)	Picture/Image/Drawing
Equity		
Culture		
Values		

Defining Equity

The principle of altering current practices and perspectives to teach for social transformation and to promote equitable learning outcomes for students of all groups. (Lee, 2002)



Equality

Equal inputs
regardless of need or
outputs



Equity

Altering practices and
resources to respond
to student needs



Access

The right to benefit
from resources;
attendance



Opportunity

Equitable inputs with
equitable outputs; a
chance

← Cultural Responsiveness →

Equality and Equity

Visual Highlights

Equal inputs
regardless of needs
or outputs



Altering practices
and resources to
respond to needs

Defining Culture

- Behaviors and values that are learned, shared, and exhibited by a group of people (Yosso, 2005).
- The way of life of a particular people, especially as shown in their ordinary behavior and habits, their attitudes toward each other, and their moral and religious beliefs (Cambridge English Dictionary).



Defining Values

**The beliefs people have, especially about what is right and wrong and what is most important in life, that control their behavior.
(Cambridge Dictionary)**

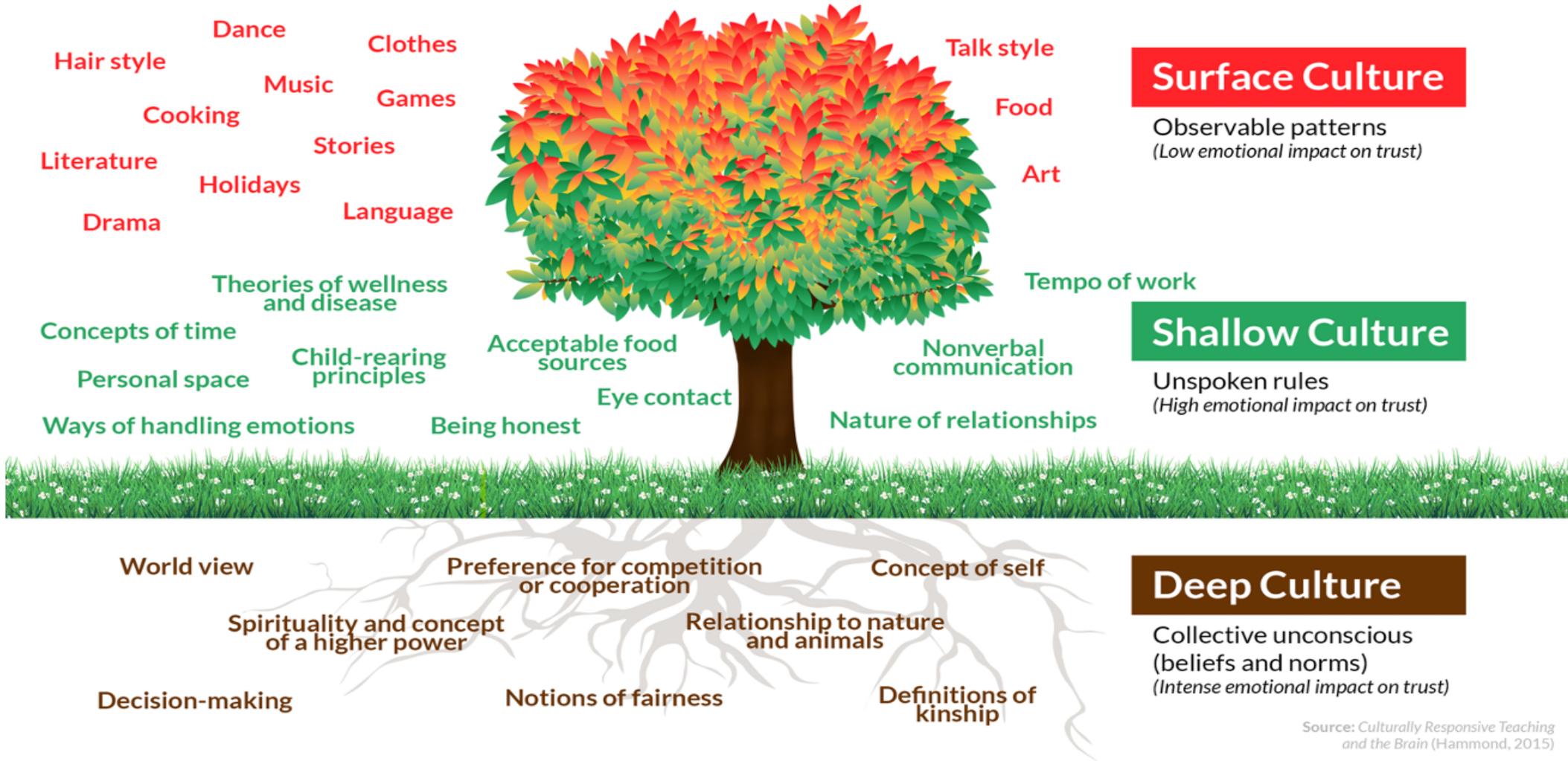
“Core values are deeply held personal codes that reflect our ethics and what is most important to us. They come from our families, religious teachings, schools, people we admire, and from our culture (Campbell Jones et al., 2010)”

- Elena Aguilar, *The Art of Coaching*, 2013

Section 2

The Culture Tree Reflection

The Culture Tree



Source: Culturally Responsive Teaching and the Brain (Hammond, 2015)

The Culture Tree Reflection

How do elements of Culture impact Access, Opportunity, and Equity for Students?

- Think about how elements of culture function in your Educational Organization (EO) settings:
 - In special education classes
 - In general education classes
 - Across student subgroups
- Are there areas of culture that create emotional impacts on trust?
- What can be done to make school and classroom environments culturally inclusive spaces?



Creating Culturally Inclusive Classroom Spaces

The NYSED CRSE Framework

- Practice empathy during all interactions.
- Meet with families to understand and align the recognition, reward, and incentive practices used in the classroom to the values and cultural norms of families.
- Enact classroom management strategies that avoid assigning blame or guilt to students based on perceptions about their cultures, differences, or home lives.
- Establish mutually agreed-upon norms with students.
- Respond to instances of disrespectful speech & build classroom environments of acceptance.

Activity: Exploring Core Values

Reflecting on Equity, Culture, and Values

Core Values

Authenticity

Expertise

Imagination

Mindfulness

Autonomy

Fairness

Independence

Nature

Balance

Faith

Integrity

Personal Growth

Caring

Family

Intuition

Personal Development

Challenge

Flexibility

Interdependence

Positive Attitude

Collaboration

Freedom

Joy

Productivity

Communication

Friendship

Justice

Recognition

Connection

Friend

Kindness

Reflection

Democracy

Gratitude

Knowledge

Religion

Efficiency

Growth

Leadership

Respect

Equality

Happiness

Loyalty

Responsibility

Equity

Health

Making A Difference

Self-Respect

Excitement

High Expectations

Meaningful Work

Team Work

Exploring Core Values

Activity



1. Turn to the *Exploring Core Values Directions & the Core Values List* in your learning journal
2. Complete *the Identifying Core Values Directions &* reflect on the prompts. Focus on questions 1 and 2
 1. Notice the feelings that come up when you read your short list. How does your energy shift?
 2. Consider how the actions you take reflect your core values. Are there values that show up more in your actions at work? At home? In social circles? With family? Do you ever notice a discrepancy between what you consider to be a “value” and actions that you take?



Reflecting on Equity, Culture, and Values

Consider how your personal values connect to the concepts of Equity, Culture, and Values in your educational setting:

- Where do you see similarities and differences amongst student/family values and educator values in your work?
- Who is valued and what is valued in the culture of schools?
- How do educators' values play a role in educational opportunities, access and equity for students with disabilities?
- What can be done to create classroom and school spaces that honor the values of all stakeholders?

Small Group Discussion



Whole Group Discussion

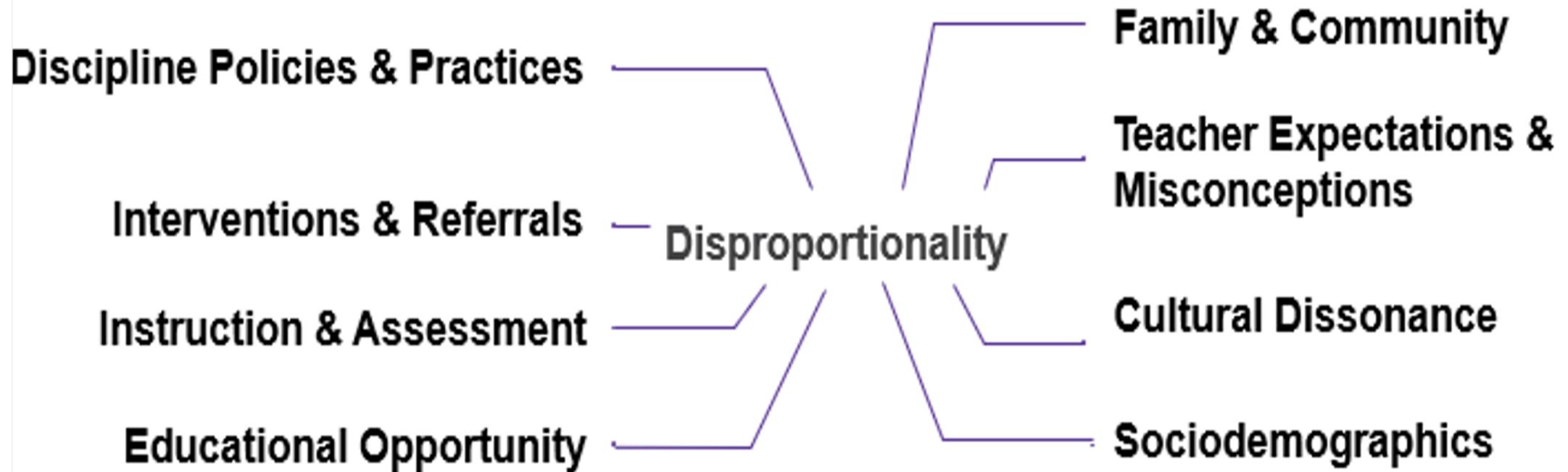


Please share what came up in your small group conversations. Refer to the Guiding Questions on p. 6 to make connections between the concepts of Equity, Culture, and Values in your Professional and Institutional Settings.

- Where do you see similarities and differences amongst student/family values and educator values in your work?
- Who is valued and what is valued in the culture of schools?
- How do educators' values play a role in educational opportunities, access and equity for students with disabilities?
- What can be done to create classroom and school spaces that honor the values of all stakeholders?

Root Causes of Disproportionality

How do Educator Values play into Educational Opportunities, Access and Equity for students?



Value Based Leadership

“Resilient school leaders say that the process of ‘privately clarifying, publicly articulating, and consciously acting on’ core values is a great source of strength in helping them face adversity and emerge stronger than before.”

(Patterson and Kelleher, *Resilient School Leaders*. 2005, p. 51)

Our Core Values

- Use the website link or QR Code to share your 3 core values
 - *Note: Type values with 2 words using a hyphen e.g. “personal-growth”*

**Please Share
Your 3 Core
Values**

Bringing Values & CRSE Practices to Work with Students and Families

Values Artifact Review

Bringing Values and CRSE Practices to Work with Students and Families

- Collective Value Handout
- Family Engagement and Cultural Perspectives: Applying Strength-Based Attitudes
- Family Values Worksheet – Asking Insightful Questions
- Family and Community Survey

Reflect & Action Plan

- Which resource resonates with you?
- How can you work to leverage and incorporate student/family values and cultures in your classroom context?

Values Artifact Share Out



Reflection and Action Plan

- Which resource resonates with you?
- How can you work to leverage and incorporate student/family values and cultures in your educational context?

Closing Reflections & Commitments



Questions and Answers



Meeting Evaluation Survey

Contact Us



New York State
EDUCATION DEPARTMENT
Knowledge > Skill > Opportunity

Resources & References

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- *NYC School Survey*, infohub.nyced.org/reports/school-quality/nyc-school-survey.
- *New York State Education Department Culturally Responsive-Sustaining Education Framework*, www.nysed.gov/common/nysed/files/programs/crs/culturally-responsive-sustaining-education-framework.pdf.