



# The Cultural Proficiency *Journey*

Moving Beyond  
Ethical Barriers  
Toward Profound  
School Change

Franklin Campbell Jones  
Brenda Campbell Jones  
Randall B. Lindsey

*Foreword by Linda C. Tillman*

# The Cultural Proficiency Journey Moving Beyond Ethical Barriers Toward Profound School Change

**Trudy T. Arriaga, Stacie L.  
Stanley, Delores B. Lindsey**



## **The Cultural Proficiency Journey Moving Beyond Ethical Barriers Toward Profound School Change:**

*The Cultural Proficiency Journey* Franklin CampbellJones,Brenda CampbellJones,Randall B. Lindsey,2010-01-06 Focusing on ethical decision making this compelling book shows how to develop a deeper personal understanding of cultural differences and strengthen equitable practices in schools and districts [The Cultural Proficiency Journey: Special Edition for Omaha Public Schools](#) Franklin CampbellJones,Brenda CampbellJones,Randall B. Lindsey,2011-05-26 237235

**Culture, Class, and Race** Brenda CampbellJones,Shannon Keeny,Franklin CampbellJones,2020-01-16 Advancing equity in our schools and society requires deep thought and honest conversations about tough topics These conversations about emotionally charged subjects including race class and culture can be daunting Authors Brenda CampbellJones Shannon Keeny and Franklin CampbellJones experts in research and equitable practices guide you through a meaningful framework for thinking about preparing for and having such critical conversations They invite you to ponder your own cultural identity and assumptions reflect and deeply consider values and beliefs and then understand how these factors affect your conversations and interactions with others They provide essential information about the types of conversations and behaviors we all consciously and subconsciously exhibit and witness with authentic stories and experiences from people who have used the authors framework to enrich their communities As you explore the information and activities in this book that are specifically designed to help you scaffold new ideas into practice you and your colleagues will examine biases and begin to build equitable experiences for all students The book s field tested approach enables every educator to grow professionally by using the power of conversation to develop trust ask powerful questions really hear the answers and learn together in ways that strengthen and invigorate the school and community **A Culturally Proficient Society Begins in School**

Carmella S. Franco,Maria G. Ott,Darline P. Robles,2011-09-16 This is a book I didn t know I needed until I read it But now that I have read it I will read it again and again with my leadership team The authors have provided some powerful lessons about transformative leadership through personal stories that are moving compelling and captivating Sarah Jerome Superintendent Arlington Heights School District 25 IL The authors serve as wonderful role models for young women of color who will enjoy reading about where the authors come from and how far they have gone Their insightful stories will contribute to the development of more female leaders in our country Daniel Domenech Executive Director American Association of School Administrators Franco Ott and Robles share three compelling stories that answer both the why and how questions concerning the urgent need for culturally proficient learning experiences for every American student Robert Hill Director of Education Initiatives The Ball Foundation Three successful superintendents share how to educate all students Extending democracy into schools so that every child has the opportunity to achieve is the topic of many books and conversations The three Latina superintendents who coauthored this book do more than discuss the issue of equity in education they live it They grew up affected by it taught students who needed it and changed the minds of those who resisted it These trailblazing

women chronicle their childhoods careers and challenges and share their vision to transform schools into places of equity and excellence They use the lens of cultural proficiency to enhance readers understanding of Barriers to educational opportunity and equity Conditions that help promote success for underserved students Ways to leverage culture as an asset Links between high quality education for some and excellence for all learners A Culturally Proficient Society Begins in School is filled with reflective prompts self check protocols and other tools for deep and meaningful professional learning Not only do these remarkable women serve as role models for students from all cultures their success stories are a source of inspiration to all educators who aspire to extend the promises of democracy to every North American student     Cultural Proficiency Randall B. Lindsey,Kikanza Nuri Robins,Raymond D. Terrell,2009-06-02 Embark on a journey toward cultural proficiency that results in professional growth and organizational change This powerful third edition offers fresh approaches a revised organization and new activities that enable leaders to engage in effective interactions with students educators and the communities they serve The authors meticulously provide information gathered from their experiences working with schools educational agencies and organizations across the United States and Canada and show how school leaders can Gain a personal understanding of what cultural proficiency means in practice Use collaborative activities to effect change in a school Lead a learning community toward becoming a culturally proficient organization     **Leading While Female** Trudy T. Arriaga,Stacie L. Stanley,Delores B. Lindsey,2020-03-05 Your take action guide to gender equity First just to be clear Leading While Female is not a book about how to get a leadership job Nor is it about fixing or transforming women into male managers or mindsets Instead Arriaga Stanley and Lindsey s bigger ambition is to help both women and men educational leaders confront and close the gender equity gap a gap that currently denies highly qualified women and women of color opportunities to better serve our millions of public school students Designed as both a personal and group discussion guide for taking action Leading While Female draws on the research of feminism intersectionality educational leadership and Cultural Proficiency to help us all Better understand the impact of faux narratives that foster lack of confidence among girls and women Utilize the Tools of Cultural Proficiency to examine barriers to overcome and support functions to locate for your own career planning Learn from the stories of women leaders who have confronted and overcome barriers to career development including women of color who were targets of implicit bias Explore and expand the roles and opportunities for our male colleagues to serve as allies advocates and mentors If we look at the data we can safely say women are doing the work of classroom teaching while disproportionately men are making administrative and leadership decisions Here at last is a resource for the breaking down the barriers and leading the way for future generations of women leaders

**Standards-Based Leadership** Sandra Harris,Julia Ballenger,Jason Mixon,2015-05-06 Today s school principals are charged with the responsibility of creating learning organizations that emphasize success for all students Framing decisions in standards that are grounded in research and best practice this book provides a structure for learning and growth for both

current and aspiring principals Each chapter in Standards Based Leadership A Case Study Book for the Principalship is organized around a Texas Principal Competency Exam and related to the 2014 Texas Principal Standards and 2011 ELCC standards The cases provided for discussion are all based on real problems that challenge principals in Texas or any other state By applying the standards and using the brief literature reviews as resources to guide decision making principals are provided with a framework for implementation of specific strategies that will best help them successfully lead schools

Planning & Changing, 2012      **The Culturally Proficient School** Randall B. Lindsey, Laraine M. Roberts, Franklin Campbell Jones, 2013-06-20 The groundbreaking guide to cultural proficiency in schools updated to meet today's challenges The first edition of The Culturally Proficient School opened new dialogue about diversity and cultural dignity that had an immediate impact on educators becoming the go to resource for ideas about how to serve all students equitably This second edition incorporates reader feedback and up to date research on closing access and achievement gaps delivering a guide to cultural proficiency that is more relevant accessible and effective than ever New content includes Instructive vignettes that reflect contemporary truths about educational diversity and moral leadership Emphasis on skills development including the art and science of conversation A conceptual framework that makes clear the first steps to take towards a more culturally proficient school The face of educational diversity is changing Now more than ever this book is the key to mastering the challenges and opportunities it presents In The Culturally Proficient School the authors take the reader on a journey of personal reflection and capacity building This authentic examination of our assumptions and practices creates a necessary healthy tension to move from simply learning to changing our practices in schools In a nutshell an educational leader can take this book and create a learning community that aligns the work of adults around a commitment to creating a culturally proficient school that benefits each student Jeff Ronneberg Superintendent Spring Lake Park Schools MN      **Poland**, 1974

**Culturally Proficient Leadership** Raymond D. Terrell, Eloise K. Terrell, Randall B. Lindsey, Delores B. Lindsey, 2018-05-23 Becoming a culturally proficient leader requires the kind of courage clarity and insight that can only come from looking inward first It's a personal learning journey of will and skill and if you're up to the challenge one that will change how you see your school your students and yourself as you build your own cultural competence Consider this second edition of Culturally Proficient Leadership your personal road map for navigating that journey Each chapter of Culturally Proficient Leadership invites you to put your experiences up front and challenges you to reframe your story based on multiple viewpoints now notably with the addition of new coauthors Delores Lindsey and Eloise Kemp Terrell who have their own remarkable stories and insight to share Overall all four authors will help you answer the critical question Is what we say what we do utilizing the tools of Cultural Proficiency to engage in Reflections and Cultural Interviews to explore what you learn about those who are culturally different from you develop a Cultural Autobiography to provide a picture of the cultural memberships that have influenced who you are as a person use the Cultural Proficiency Continuum to examine your progress

as a leader in serving your students and communities prepare an intentional Leadership Plan that summarizes your journey from Cultural Precompetence to Cultural Proficiency The central inside out premise of Cultural Proficiency is that engaging in deep introspection around one's personal beliefs values and behaviors in response to human differences is the first step toward systemic educational reform We invite you to embark on this journey of self awareness of moral courage and of the life affirming power of human diversity I believe deeply that we cannot solve the challenges of our time unless we solve them together unless we perfect our union by understanding that we may have different stories but we hold common hopes that we may not look the same and may not come from the same place but we all want to move in the same direction toward a better future for our children and our grandchildren Barack Obama Los Angeles Times 2008 *Cultural Proficiency* Randall B. Lindsey, Kikanza Nuri-Robins, Raymond D. Terrell, Delores B. Lindsey, 2018-08-02 This is a book for everyone who teaches Whether you are responsible for your organization's training and development you are providing basic education in an elementary school or you are creating workshops for professional development this book will help you manage the dynamics of difference necessary to create an environment where all students can learn Use this book as a workbook for small groups or as a guide for improving the cultural competence of your teaching This book is a riveting and unparalleled resource for all educational merchants of hope The insights learning strategies and professional development structures in this edition illuminate a path for all leaders to successfully commit to the journey of being equity champions Dr Erick E Witherspoon National Director of Equity Professional Development Services Generation Ready There is no greater honor than to have one's professional work become the inspiration for a new way of thinking and transformative literature and action that change the world for schools and the children and youth they serve I am grateful that the ideas have been so skillfully brought to scale by these authors Dr Terry L Cross MSW Founder and Senior Advisor National Indian Child Welfare Association

**Opening Doors** Trudy T. Arriaga, Randall B. Lindsey, 2015-12-30 See how one school district made Cultural Proficiency real and how you can too In spite of Brown vs Board of Education true integration and corresponding equality of educational opportunity is still far from reality in American schools Opening Doors tells the story of Ventura Unified School District's successful implementation of cultural proficiency which opened long closed doors for marginalized students and returned gains on every key success metric Most importantly it will empower you to do the same for your school or district Resources include A method for evaluating the impact of educational decisions on students access to learning A clear three year implementation plan for making your school culturally proficient A content rich companion website that includes templates and forms for implementing the book's suggestions It is long past time to make cultural proficiency real by ensuring universally equal access to educational resources for all students This book removes the remaining barriers to the achievement of this ideal This powerfully insightful and thought provoking book takes us on a journey to culturally proficient actions Rosemary Papa Professor Northern Arizona University The book is full of compassion conviction and hope pure heart

pure corazón in the quest to tackle inequality and the opportunity gap head on Gilberto Q Conchas Professor of Educational Policy and Social Context University of California Irvine Leading Change Through the Lens of Cultural Proficiency Jaime E. Welborn, Tamika Casey, Keith T. Myatt, Randall B. Lindsey, 2021-12-21 The pathway to uncovering and dismantling inequities Educational leaders who work in the district site or classroom level know that opportunity gaps have long been a focus of education policy in the United States Leadership can be a critical lever for advancing policies that oppose racism and confront systemic inequities In meeting this challenge educators have found that acknowledging beliefs and behaviors is critical Still deficit based thinking especially due to privilege remains a barrier to equity Among the most damaging blind spots is the continuation of practices that are grounded in the values of entitled groups Leading Change Through the Lens of Cultural Proficiency tells the story of a school community in the midwest United States that contended with its approach to teaching and valuing students of diverse backgrounds Featuring the research based Cultural Proficiency Framework and Tools the book provides a clear road map to advancing equity across schools and districts Designed to support leaders and school communities in developing policies and practices that respond to the needs of all students this book Guides school leaders in a journey of learning the theory and strategies that improved student achievement and improved the working conditions in this district Features a real life case study of a school community using the Tools of Cultural Proficiency and the Framework Provides vignettes and data based on work conducted across an actual school district that resulted in improvements in school climate achievement mindset and equitable educational practices Includes powerful reflection dialogic and action activities for use in a variety of community learning modalities Is grounded in assets based assumptions with respect to students families and the school community With a focus on engagement leadership implementation frameworks and collaborative learning the authors demonstrate how to uncover and remedy inequities Designed for education leaders at all levels of the education system this is the ideal foundational text for implementing Cultural Proficiency in your setting as you open doors for all students to thrive *The Cultural Proficiency Manifesto* Randall B. Lindsey, 2017-09-13 A call to arms for educators in tumultuous times In times of social disruption and uncertainty we must return to our core values and remember why we entered education in the first place to make a difference in the lives of all children Cultural Proficiency can provide us with essential tools for acting on the promise of American public schooling The Cultural Proficiency Manifesto places today's political divisiveness in the context of greater historical change and provides a roadmap to interrupting the cycle of hostility towards marginalized groups Readers will find Esteemed author Randall Lindsey's latest thinking on Cultural Proficiency A deliberately brief format that unpacks the Cultural Proficiency Framework and offers practical guidance Tools and guiding principles to help educators move their school community toward inclusivity Prompts for individual reflection and team dialogue Now more than ever our students need educators to uphold our commitment to social justice equity and inclusion for all Lindsey's manifesto is a call to action for educators to ensure we are

creating culturally responsive environments to support all learners It teaches us how to authentically engage in the work of educating our wonderfully diverse population Julie A Vitale Superintendent Romoland School District CA This manifesto is indeed timely and essential Dr Lindsey s vast experience as an expert and leader in cultural proficiency reminds us that now is the time to acknowledge and address the vast number of diversity equity and social justice issues at hand Kenneth R Magdaleno Executive Director Center for Leadership Equity and Research      **Cultural Proficiency** Randall B. Lindsey, Kikanza Nuri Robins, Raymond D. Terrell, 2003-03-21 This book presents a rationale to support leaders of schools who are committed to cultural proficiency and provides a manual to work towards achieving this School Leadership Management Cultural Proficiency Second Edition incorporates suggestions and feedback from the authors colleagues readers clients and students resulting in an easier to use format and updated features including 39 structured activities for developing cultural proficiency      *Culturally Proficient Instruction* Kikanza J. Nuri-Robins, Delores B. Lindsey, Randall B. Lindsey, 2011-11-29 Are you doing all you can to improve teaching and learning Culturally proficient instruction is the result of an inside out journey during which you explore your values and behaviors while evaluating practices of your workplace In the newest version of their best selling book the authors invite you to reflect on how you engage with your students and your colleagues as a community of learners The third edition includes An updated discussion of standards based education guidelines A conceptual framework for the tools of cultural proficiency New language for understanding t      **Culturally Proficient Instruction** Kikanza Nuri Robins, 2006 The second edition of Culturally Proficient Instruction helps educators understand that profound and productive engagement with all learners is fundamental to successful teaching and learning Authentic stories guide teachers through a professional journey into reflective practice while practical ideas suggest possible learning futures Thoughtfully readers are invited to replace well intentioned but culturally na ve practice with strategies that demonstrate skill and increase proficiency from the foreword by Rob Larson Culturally Proficient Instruction enables educators to act on the proposition that all children can learn and suggests knowable ways by which to achieve that goal This book gives a context and voice to the notion that culturally proficient instructors add value and dignity to children s lives and a dimension of professionalism to their artistry as teachers and leaders from the foreword to the first edition by Rudolph F Crew Social justice equity closing the achievement gap reaching all learners these are the goals of today s educators but how does one go about making these values a reality in classrooms Thousands of educators have found the answer in the framework of cultural proficiency Cultural proficiency provides educators with the tools to work effectively with those who differ from them It doesn t mean that you know everything there is to know about others rather it is the self awareness to know how you because of your ethnicity culture and life experiences may offend or otherwise affect others In this thoroughly updated edition of the best selling book the authors provide opportunities for teachers to reflect on who they are as teachers who their learners are and what they each bring to the classroom Each chapter of this interactive resource contains



reflective questions reflective activities and group work to take readers deeper into the process of cultural proficiency The book can be used individually in pairs or in groups A case study based on the the authors extensive work in a variety of settings provides an opportunity for readers to see hear and feel what cultural proficiency looks like in practice     **A**

**Culturally Proficient Society Begins in School** Carmella S. Franco,2011

**Culturally Proficient Learning**

**Communities** Delores B. Lindsey,2009-08-03 Close the achievement gap with equity focused professional learning communities Integrating the four Tools of Cultural Proficiency with the PLC framework this relevant guide offers school leaders district administrators and staff developers a collaborative approach to address bias and inequity The authors discuss the impact of our history on cultural understanding and provide a wealth of practical strategies and tools for building equity focused PLCs including Templates protocols activities and rubrics for deconstructing inequity in student achievement Stories tools and thinking prompts to guide an inside out transformation toward cultural proficiency An extended example of one school district s journey

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