



# Becoming Culturally and Critically Conscious Educators



Susan Chenelle  
University Academy Charter High School /  
Montclair State University  
schenelle@njcu.edu

Please go to the following link to complete a brief survey:

[NJDOE Pre-Workshop Survey](https://tinyurl.com/njdoeswc)

<https://tinyurl.com/njdoeswc>

2 minutes

(Survey is brief and completely anonymous.)

## Session objectives

- Collaborate through interactive, reflective activities
- Spark our thinking about what it means to be culturally and critically conscious educators
- Reflect on how we can better support the success of all learners in our diverse classrooms
- Obtain ready-to-use resources for sparking such conversations in our classrooms, schools, and districts

What does “becoming a culturally and critically conscious educator” mean to you?

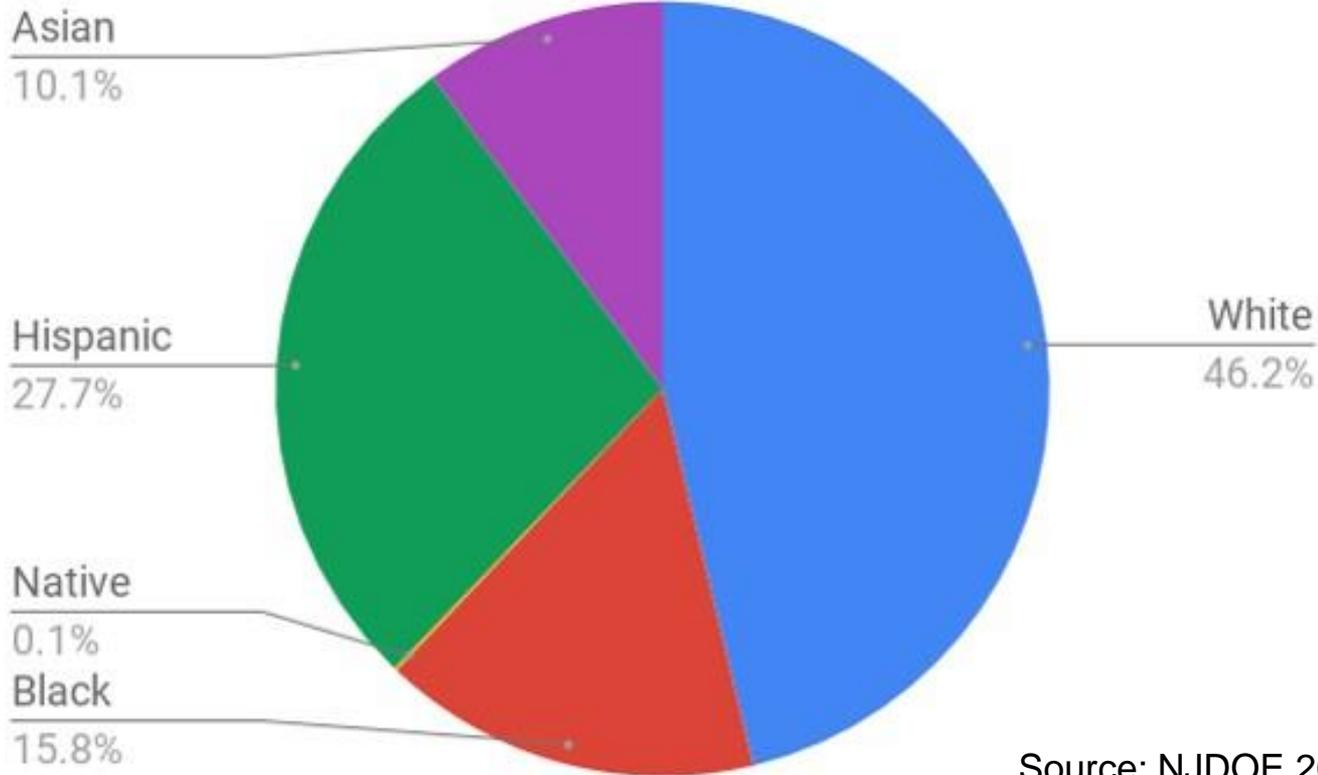
Go to [menti.com](https://www.menti.com) and use the code 14 37 06 to submit your response(s)

# Meet your neighbors

- Please get into groups of 3 or 4
- Talk to each other and identify 1 common thing you have in common and 2 uncommon things you have in common

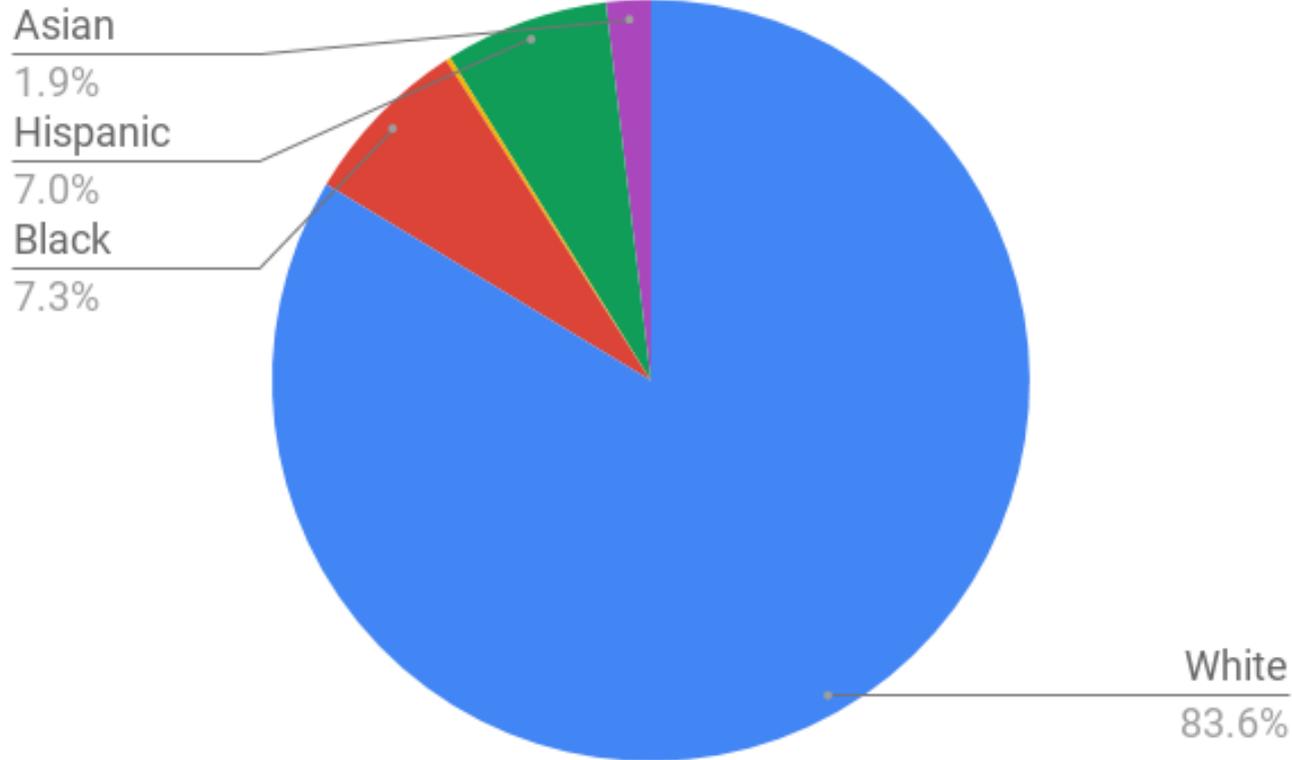
What do we have in common  
with each other?

# NJ students by reported race 2017-2018



Source: NJDOE 2017-2018 Enrollment Data

# NJ faculty by reported race 2017-2018



Source: NJDOE

# Ground rules for uncomfortable conversations

**One:** Accept that there are various truths.

**Two:** Think before you speak.

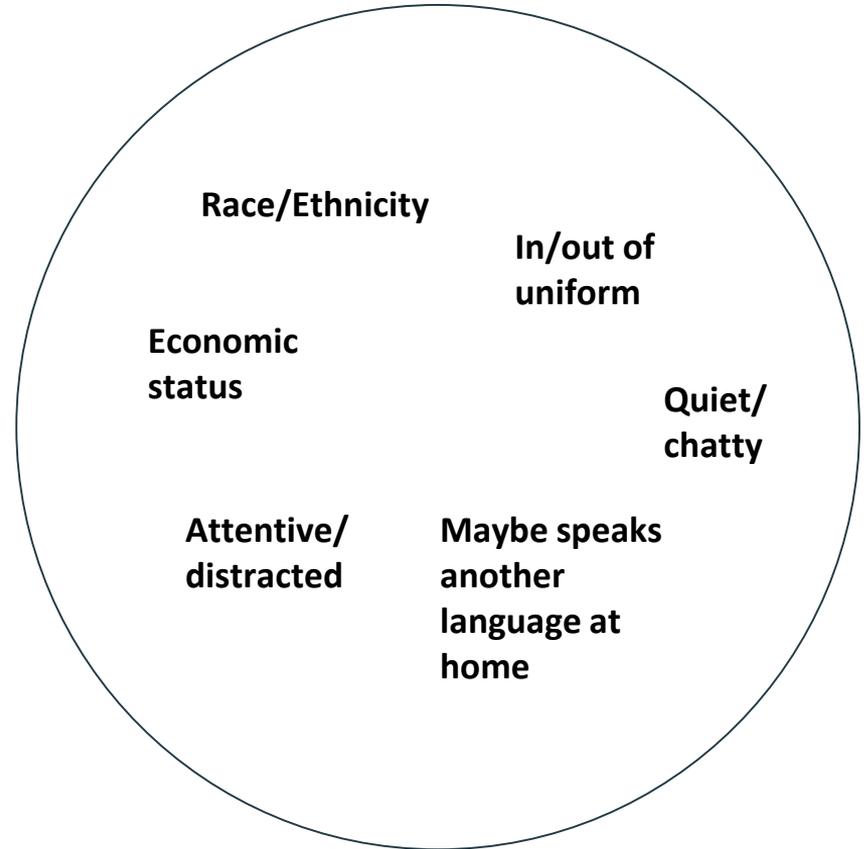
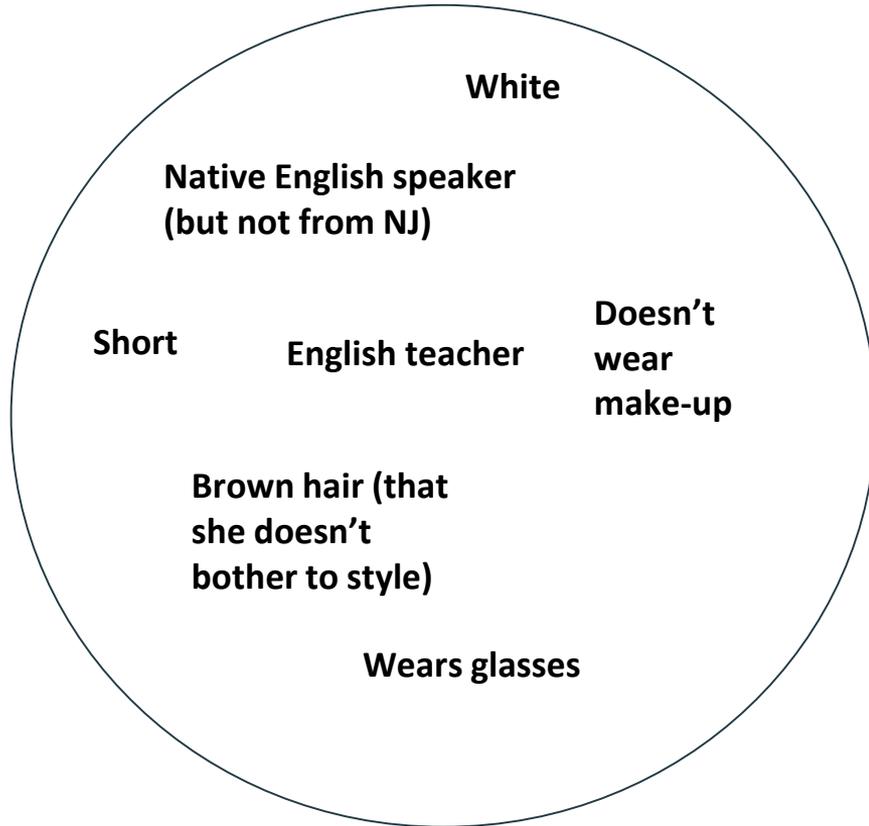
**Three:** Give everyone a voice.

**Four:** Listen with your heart.



Credit: Susan Chenelle

# Visible identity attributes

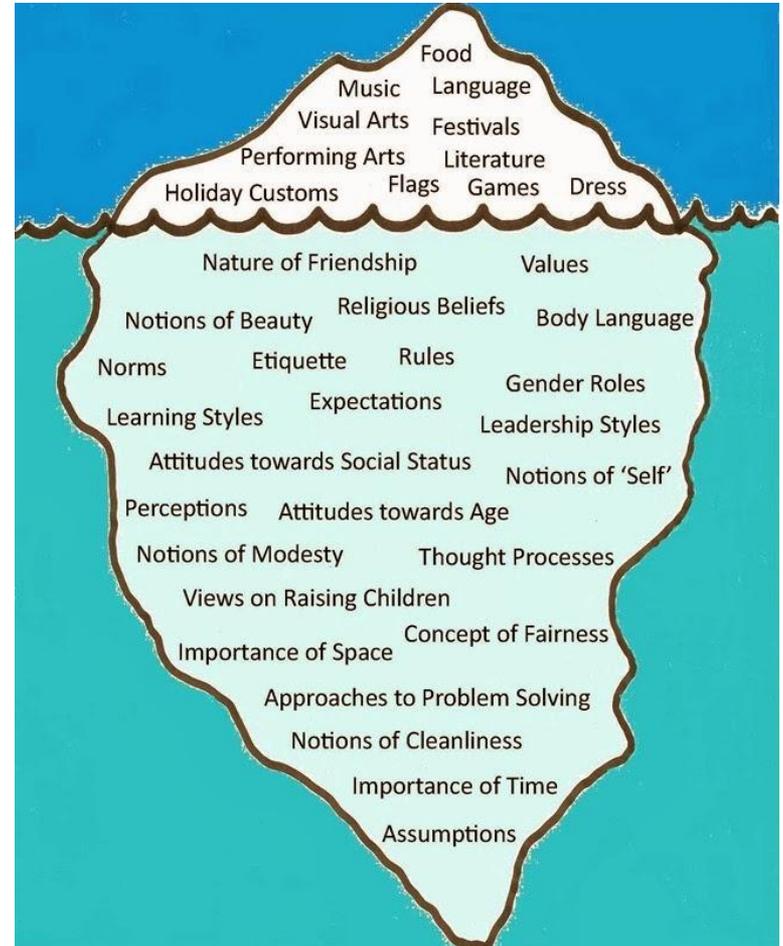


# What do we have in common with our students?

- How do those visible identity/immediate connections influence your classroom culture?
- How does not having such visible/immediate identity connections influence your classroom culture?

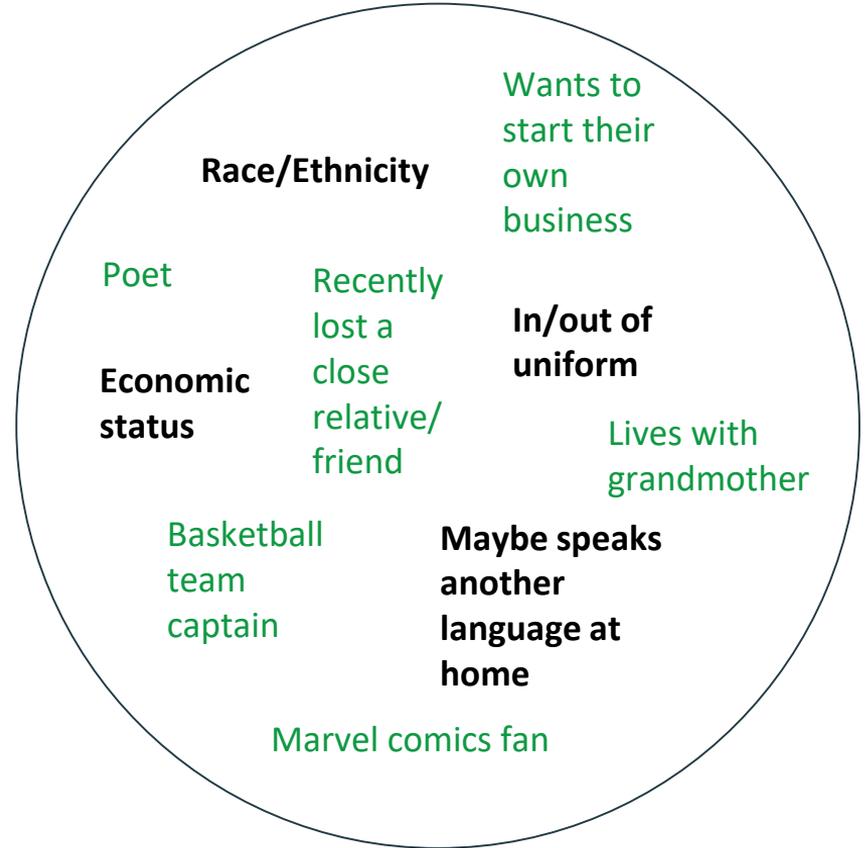
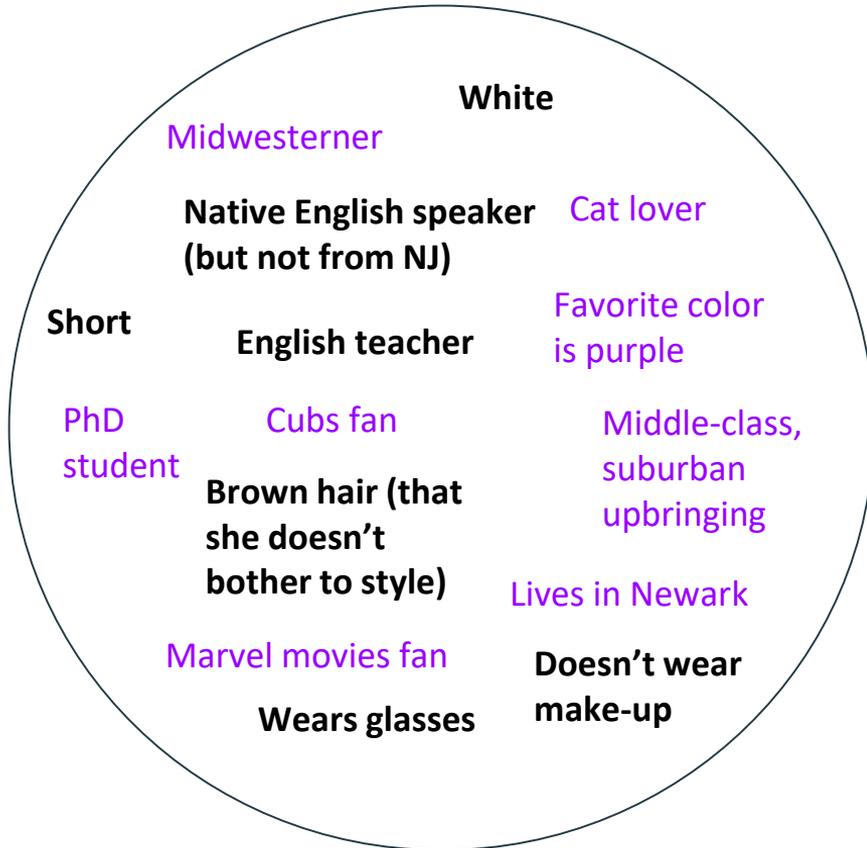
# Cultural iceberg

The majority of the parts of our identity that we consider important are below the surface, or not immediately visible.



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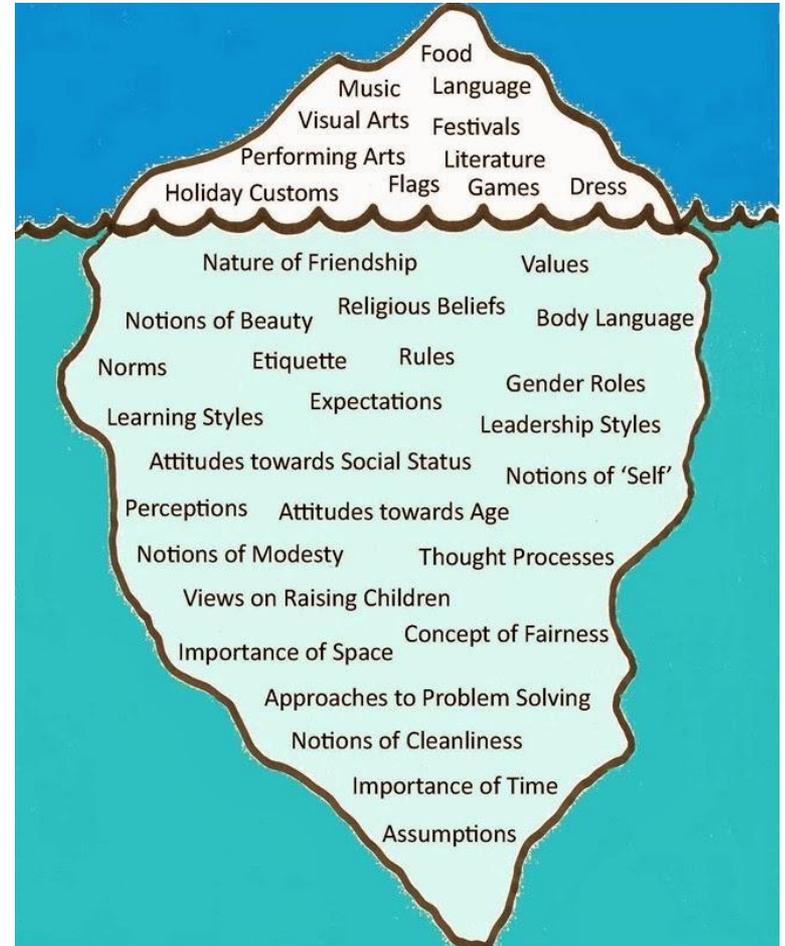
# Visible and invisible identity attributes



# Looking beneath the cultural iceberg

Much of our identities in the classroom consist of values/expectations. How are we making those visible to our students?

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# Values/expectations

**Committed to helping  
all students succeed**

**Believes everyone  
deserves to be  
treated with  
dignity and respect**

**Unfairness/inequity  
makes me crazy**

**Literacy is super  
important and a key  
to personal success**

**Believes that hard  
work pays off**

**Nothing will get  
better unless we all  
work together**

**Family/friends are  
super important**

**Need to make  
money to  
support family**

**Will not put up  
with unfairness  
or hypocrisy**

**Loyalty**

**Education is important,  
but it's not everything**

## What have you learned about your students?

- Talk with your group about something you have learned about your student(s) that has influenced how you approach your students and your teaching?
- Is there something you would like to know about your student(s) that you think would shape your teaching in a constructive way?

# Read, reflect, discuss

- Read the excerpt given to your group
- Discuss the excerpt
  - What's going on in the reading?
  - What does it suggest about teaching all students?
- Share with whole group

## What was your experience in school as a learner?

- What aspects of your racial, ethnic, linguistic, or cultural background were assets for you in your schooling experience? Which were challenges or barriers for you?
- How does your schooling experience -- in terms of the factors discussed above -- compare to that of your students?

## How do we cultivate equity in our classrooms?

- As educators, **what can we do to address or overcome cultural/identity mismatches** between ourselves and our students **in ways that support equity in our classrooms?**
- As educators, **what can we do to address or overcome values/expectations mismatches** between ourselves and our students **in ways that support equity in our classrooms?**

# Resources for Ideas and Inspiration

- Articles, books, and videos
- Activities
- Culturally and Critically Conscious Teaching Rubric
- Standards for Culturally Responsive Teaching

# Thank you!

Please reach out with any questions you have about today's workshop:

Susan Chenelle

[schenelle@njcu.edu](mailto:schenelle@njcu.edu)

[@srcnwk](#)