



**College of Education and Psychology  
School of Education  
Ed.D. in School Improvement**

**EDSI 6322: Culturally Responsive Practices for School Improvement**

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**Term: Summer 2025 – Long Summer Session (13 weeks)**

**Course Description**

This course provides an overview of strategies aimed at meeting the needs of the evolving diversity of public-school settings and facilitating the development of school cultures that promote high achievement. This includes awareness of self, cultural responsiveness, and sensitivity about cultures, concepts and methods in society, communities, and in educational settings, while exploring the challenges faced by educational leaders in an increasingly diverse society.

**Program Goals**

- a. Produce the next generation of educational leaders who understand the philosophical and historical perspectives of school reform, diversity, learning opportunities for all, and can address educational issues using a variety of strategies.
- b. Develop critical reasoning and a deep understanding of change theory to address challenges in school improvement contexts. This will include the skills to provide transformative leadership to schools that are failing to meet academic, social, and emotional standards.
- c. Provide opportunities to develop doctoral students' ability to approach challenges in innovative data-driven ways, including the use of interdisciplinary teams, as well as expand their problem-solving, creative design, communication, and collaboration skills.
- d. Challenge the norms within educational systems using data and the engagement of other educators and stakeholders in professional learning to lead disruptive change through interdisciplinary work with experts in other educational fields.
- e. Conduct research of practice and responsiveness to improve teaching and learning experiences, counseling and support services, school leadership, educational organizations and structures, and all other educational disciplines.
- f. Prepare the next generation of educators with the knowledge, skills and tools to utilize data to guide school improvement and policy and to improve learning outcomes leading to college and career readiness.
- g. Prepare educators with a deep understanding of assessment and accountability systems.
- h. Produce scholar practitioners that have a P-20 perspective of the education system to address school improvement in the broader perspective including educator preparation, teaching and learning.

## Student Learning Outcomes

The student will...

- a. Engage in self-exploration and reflection of personal attitudes, beliefs, and assumptions regarding diversity and equity. (Program Goals A, B, H)
- b. Analyze the historical context of inequity in schools. (Program Goals A, H)
- c. Examine restorative practices as processes to improve and repair relationships between people and communities. (Program Goal B)
- d. Describe the principles, elements, and tools of Cultural Proficiency (CP). (Program Goals A, B)
- e. Discuss CP as an approach to leading and managing the dynamics of diversity and equity. (Program Goals A, B)
- f. Discuss the relationship between the CP approach and increasing student achievement, including consideration for ELLs. (Program Goals A, B)
- g. Utilize Equity Audits and related benchmarks to determine whether their school or educational institution is implementing multicultural education in its best and deepest sense. (Program Goal E)
- h. Create a Restorative Multicultural and Cultural Proficiency Action Plan. (Program Goal E)
- i. Apply the CP approach to their school and district planning, practice, and policymaking. (Program Goal E)

## Required Textbooks

Feldman, J. (2019). *Grading for Equity: What it is, why it matters, and how it can transform schools and classrooms*. Corwin. ISBN: 978-1-5063-9157-1

Radd, S. I., Generett, G. G., Gooden, M. A., & Theoharis, T. (2021). *Five practices for equity-focused school leadership*. ASCD. ISBN: 978-1-4166-2975-7 ASCD Product #120008 n2/21

## Additional Resources

Gay, G. and Banks, J.A. (2018). *Culturally Responsive Teaching: Theory, Research and Practice*. NY: Teachers College Press. ISBN 978-0877-5876-2

Gusky, T. R. (2020). *Get set, go!: Creating successful grading and reporting systems*. Solution Tree Press.

Hammond, Z. (2017). *Culturally Responsive Teaching and the Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students*. Corwin Press. ISBN 978-1-4833-0801-2

Lindsay, R.B., Roberts, L.M., & Campbell Jones, F.L. (2013). *The Cultural Proficient School: An Implementation Guide for School Leaders* (2<sup>nd</sup> Ed). Newbury Park, CA: SAGE Publications.

Wormeli, R. (2018). *Fair isn't always equal: Assessment and grading in the differentiated classroom* (2nd ed.). Stenhouse Publishers.

\*Additional supplemental articles, readings, and videos will be required and will be provided by the instructor.

## Performance Assessments and Requirement Description

**Performance Assessments:** Grading is based on the total number of points accumulated by each student at the end of the semester for course participation in discussion board posts and the completion of an Equity Audit, an Equitable Grading Project and a Cultural Proficiency Action Plan.

#### Requirement Description

| Assignment                       | % of Grade  | Description  |
|----------------------------------|-------------|--|
| Discussions                      | 25%         | Students will respond to strategic question prompts to internalize information covered in the course, review differing interpretations submitted by their peers, and engage in academic discussions. |
| Equity Audit                     | 25%         | Students will assess the environment of their school and create a recommended implementation plan to make it more consistent with the multicultural realities of the United States and the world.    |
| Equitable Grading Project        | 25%         | Student will analyze their existing school/district grading policy and revise to reflect equitable grading practices.  |
| Cultural Proficiency Action Plan | 25%         | Students will create a Cultural Proficiency Action Plan using SMART goals and objectives.  |
| <b>TOTAL</b>                     | <b>100%</b> |  |

#### Grading Criteria

| Performance standards |             |       |                |
|-----------------------|-------------|-------|----------------|
| Points                | Percent     | Grade | Standard       |
| 90-100                | 90          | A     | Superior       |
| 80-89                 | 80          | B     | Meets Standard |
| 70-79                 | 70          | C     | Below Average  |
| 60-69                 | 66          | D     | Unacceptable   |
| 00-59                 | 60 or below | F     | Unacceptable   |

**\*Last Day to Withdraw from 2025 Summer 13-week Courses: Thursday, 10 July 2025.**

#### Course Policies:

**Canvas.** Students will access all components of the course through Canvas. Any changes to the course schedule, schedule of assignments, or any special assignments will be posted on Canvas. Students are expected to regularly check Canvas for updates and to download class handouts and materials. Online participation is imperative to the success in this online course. Students are expected to regularly review the course management system, check email, and contribute to course assignments.

**Make-Up Discussions and Quizzes.** All assignments are due on or before the dates indicated on the course outline. There will be NO make-up activities or projects for this course unless missing online work is due to an emergency or other reason previously discussed with the professor. Submission deadlines are final and access to links are removed after deadlines have expired. NO

LATE assignments will be accepted unless a valid pre-approved or medical reason has been discussed with the professor. All late assignments or non-submitted assignments will receive a score of zero points.

**Safe Zone.** The professor considers this online classroom to be a place where all students will be treated with respect as a human being - regardless of gender, race, ethnicity, national origin, religious affiliation, sexual orientation, political beliefs, age, or ability. Additionally, diversity of thought is appreciated and encouraged, provided you can agree to disagree. It is the professor's expectation that ALL students consider our online classroom a safe environment.

**Academic Discussion.** When responding to peers, students are expected to maintain a high level of professionalism and add additional information or suggestions cited from the materials covered in each module and additional information found outside of the class. While it is fine to disagree and discuss alternative views, flaming” (hostile, insulting and/or disrespectful online interactions) or other inappropriate posts will not be tolerated, and will receive zero credit. Students are expected to follow the course goal and ground rules for academic discussions/conversations at all times.

## **COLLEGE OF EDUCATION AND PSYCHOLOGY (CEP) VISION AND MISSION**

**Vision:** The College of Education and Psychology is nationally recognized and respected for its academic programs and opportunities. It is a center of academic excellence, scholarly inquiry, and public service. The College prepares leaders to meet the critical challenges of the 21<sup>st</sup> Century through productive contributions to local and global communities and toward individual and cultural equity.

**Mission:** The mission of the College of Education and Psychology is to provide a positive environment that fosters the acquisition of knowledge and skills. The mission is individually and collectively realized through a community of scholars that contributes to knowledge through scholarly inquiry; organizes knowledge for application, understanding and communication; and provides leadership and service. We affirm and promote global perspectives that value individual and cultural diversity to enhance learning, service, and scholarship.

## **UT TYLER'S SCHOOL OF EDUCATION STANDARDS FOR EDUCATOR PREPARATION PROGRAMS**

[Texas Education Standards](#): The School of Education are committed to teaching and implementing the Texas Educator Standards at the highest level. The School of Education faculty use the Texas Education Standards, along with the Interstate New Teacher Assessment and Support Consortium (InTASC) standards used by educator preparation programs throughout the United States.

The list of [Texas Education Standards](#) can be accessed [here](#).

Access the [Code of Ethics and Standard Practices for Texas Educators](#).