



Supporting positive outcomes through educator diversity and culturally responsive teaching

WestEd is a trusted thought partner providing both in-time technical assistance and research, as well as implementation support, all of which have helped us develop a more diverse and culturally responsive educator workforce that advances educational equity for each student.

—Dr. Susan Bunting, Delaware Secretary of Education (2017 - 2021)

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WestEd is a nonpartisan, nonprofit research, development, and service agency that partners with education and other communities throughout the United States and abroad to promote excellence, achieve equity, and improve learning for children, youth, and adults.

Transform Student Achievement through Educator Diversity

In support of promoting equitable teaching and learning, schools and districts nationwide are increasingly responding to the need for educator diversity. Teachers of color are often more motivated to work with

disadvantaged minority students — a factor that helps close achievement gaps and reduce teacher attrition. A diverse workforce often translates to higher expectations for students of color, which is shown to promote academic and social growth. Positive exposure to individuals from a variety of races and ethnic groups may also reduce stereotypes and implicit biases and increase cross-cultural interactions for all students.

Culturally Responsive Teaching and School Leadership

Culturally responsive teaching recognizes the importance of addressing cultural and racial references in all

aspects of teaching and learning. Current research and evidence linking culturally responsive teaching to positive student outcomes continues to emerge.

Important outcomes of culturally responsive teaching, include:

- * High expectations and positive perceptions of all students, including students of color
- * Positive early student-teacher relationships that are associated with better academic and behavioral outcomes
- * Increased motivation for learning and effective information processing

Five Recommendations for School and District Leadership Teams

1. Define roles in building a racially diverse pipeline of teachers, while ensuring all educators have the knowledge, skills, and dispositions to enact culturally responsive practices.

2. Use data to identify challenges and inform continuous improvement.

3. Define measurable goals and benchmarks, collect evidence toward progress, and engage in progress-monitoring routines.

4. Commit resources to implement evidence- and research-based strategies for meeting goals.

5. Implement stakeholder engagement and communication strategies to build support for sustainability.

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