



Culture Relationship Training Program™ Workshop Outline

Positive teacher-student classroom relationships are the cornerstone of any productive school. When there are minimal differences in teacher-student cultural values there is a synergy in the school and the classroom that results in higher levels of academic success and negligible disciplinary problems between teachers and students. Nevertheless, teachers and students develop cultural values from various social and economic experiences. When there is a clash due to the cultural differences the result is detrimental to the education of the students. The conflict will ultimately impact the productivity of the entire school.

DLC Consultant Group Cultural Relationship Training Program is designed to address the negative impact that cultural clashes between teachers and students has on the school. Our program equips administrators and teachers to overcome those differences in values by increasing cultural competency. The end result is increased classroom achievement, reduced disciplinary infractions, and reduced special education referrals.

Some points to reflect on:

- Schools gain important benefits by implementing the Cultural Relationship Training Program: First, students decrease their involvement in classroom disruptions. When classroom disruptions decrease, students spend more time on task and when classroom instruction is aligned with state standards the result is increased student achievement of state standardized assessments.
- Second, programs designed to promote cultural acceptance between teachers and students can be a powerful defense against any claims of cultural insensitivity because it demonstrates a school's commitment to students of all ethnicities and economic backgrounds, thereby undermining any claims that teachers have cultural biases that are detrimental to the education of students.
- There are other benefits to the Cultural Relationship Training Program. Since there is a decrease in disciplinary infractions administrators will spend less time investigating and processing disciplinary infractions which can provide additional time for instructional leadership. Special education professionals will spend less time processing special education referrals because teachers will have the ability to differentiate cultural behaviors from behaviors that require special education services. Students will enjoy classroom interactions with their teachers and therefore are less likely to be absent or tardy from school. As a result of the process teachers will have respect for all students which will transfer to students respecting each other. Schools will now have an

opportunity to avoid any litigation problems that may result from claims of cultural bullying.

By allowing teachers and students to develop positive classroom relationships, administrators not only protect the school from underachievement but they also foster a better work atmosphere, increase teacher and student productivity, and reduce the cost for educating students.

Program outline:

The curriculum for the workshop comes from the book “*Promoting Positive Racial Teacher Student Classroom Relationships.*” The Workshop is divided into the following modules.

MODULE 1 – Organizational Analysis

Module 1 focuses on learning how to use qualitative and quantitative data collection methods to uncover and evaluate factors which contribute to the causes and effects. A completed organizational analysis will provide the necessary information needed to begin the transformation as well as increase the credibility of the person leading the initiative.

MODULE 2 – Team Building

Module 2 focuses on learning collaborative processes which ensures that the team is joined together with the central focus of solving and overcoming the challenge. This process ensures that any undermining is minimized so that efforts by the team effectively transform the organization to attain the desired results.

MODULE 3 – Implementation

Module 3 focuses on learning how to facilitate the entire initiative. The leader also learns other strategies that ensure the success of the initiative and post quantitative and qualitative assessment techniques.

Space requirements /Class size / Duration of training:

- The Cultural Relationship Training Program Workshop is conducted in a multipurpose room where participants can view presentations, use computers, and also be able to engage in group exercise. Participants will need computers that contain the SSPS statistical software package.
- The Cultural Relationship Training Program Workshop is targeted for up to 10 participants per session.
- The Cultural Relationship Training Program Workshop is presented in one or two day sessions.

Additional benefits:

Each participant receives a copy of the book “*Promoting Positive Racial Teacher-Student Classroom Relationships.*” (\$90.00 value)