

AN ALTERNATIVE TO INCREASING RACIALLY DIVERSE TEACHERS TO ENHANCE PERFORMANCE



PROVIDENCE
COLLEGE

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ESSENTIAL QUESTION

How can we enhance the academic achievement of an increasingly diverse student population?

RATIONALE

Given the challenges in increasing racially diverse teachers, I explored how educators regardless of their cultural background can effectively engage all students to be successful in an English classroom.

THEORETICAL FRAMEWORK

This study was guided by theories of cultural pedagogy that engage teachers in developing cultural competence.

- Culturally Relevant Pedagogy (Ladson-Billings, 1995)
- Culturally Responsive Teaching (Gay, 2000)
- Culturally Sustaining Pedagogy (Paris, 2012)

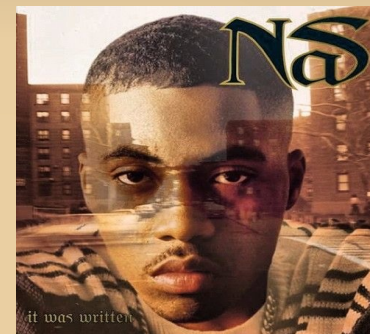
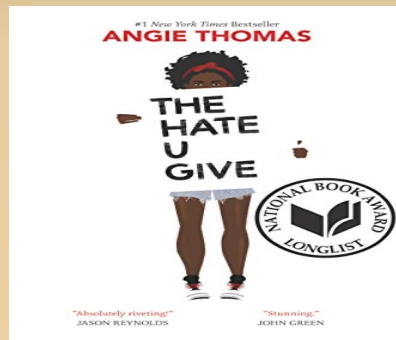
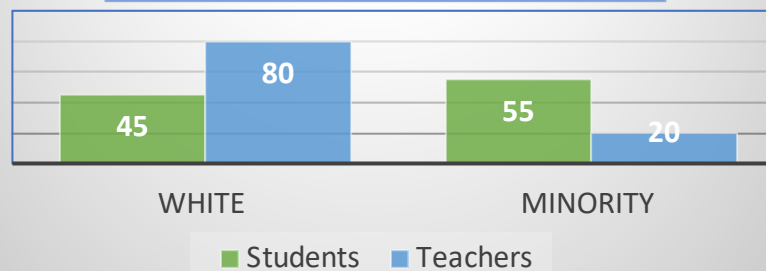
PRELIMINARY FINDINGS

I analyzed 12 articles and identified the following characteristics of Culturally Competent Teachers.

- Teachers exemplify cultural compatibility.
- Demystify hidden curriculum.
- Develop positive attitudes towards students.
- Engaged in lived experiences.
- Connect with students and communities.



RACIAL BREAKDOWN (%) IN USA SCHOOLS (2021)



CULTURAL COMPETENCE IN ENGLISH

Multicultural Content in Curriculum:

- Using non-traditional resources like rap music when teaching poetry – ex: Nas' "If I ruled the world"
- Exposing students to diverse authors. Ex: Miguel Algarin
- Creating collectivist style learning communities
- Promoting other writing besides argumentative
- Offering students choice
- Making learning contextual

CONCLUSION

Increasing racially diverse teachers is critical to enhancing the success of racially diverse students' development. Recommended strategies should include an effective pipeline for recruiting and retaining racially diverse teachers:

- Free tuition through grants/fellowship
- Student loan forgiveness
- Competitive salary
- Professional Support
- Freedom to diversify the curriculum

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