
Culturally Responsive Pedagogy

Staff PD Workshop Series

3-Session Professional Development Resource
Identity & Positionality | Diverse Families | Culturally Relevant Curriculum

Includes: Slide Decks (45 Total), Facilitator Guides, Self-Assessment,
Discussion Cards (30), Application Activities, 30-Day Reflection Journal

Table of Contents

1. Session 1: Identity & Positionality (Slides 1-15 & Facilitator Guide)
2. Session 2: Building Relationships with Diverse Families (Slides 16-30 & Facilitator Guide)
3. Session 3: Making Curriculum Culturally Relevant (Slides 31-45 & Facilitator Guide)
4. Staff Identity Self-Assessment
5. Small-Group Discussion Cards (30 Cards)
6. Classroom Application Activities
7. 30-Day Reflection Journal
8. Review Request

Session 1: Identity & Positionality

SESSION 1: IDENTITY & POSITIONALITY | SLIDE 1

Welcome & Objectives

- Understand the goals of the CRP Workshop Series
- Define identity and positionality in educational contexts
- Reflect on personal cultural lenses and biases

SESSION 1: IDENTITY & POSITIONALITY | SLIDE 2

What is Culturally Responsive Pedagogy?

- Teaching that recognizes the importance of including students' cultural references in all aspects of learning
- Acknowledging the cultural wealth students bring to the classroom
- Moving beyond deficit-based thinking toward asset-based pedagogy

Defining Identity

- The qualities, beliefs, personality, looks and/or expressions that make a person or group
- Identity is multi-layered: personal, social, and professional
- Identity is fluid and evolves over time based on context and experience

Dimensions of Identity

- Visible Identity: Race, age, gender expression, physical abilities
- Invisible Identity: Sexual orientation, religion, socio-economic status, neurodiversity
- Discussion: How do invisible identities impact our teaching and student perceptions?

What is Positionality?

- The social and political context that creates your identity in terms of race, class, gender, sexuality, and ability status
- How your positionality influences your worldview, biases, and teaching practices
- Recognizing the power dynamics inherent in the teacher-student relationship

Intersectionality in the Classroom

- Concept coined by Kimberlé Crenshaw
- Understanding how different aspects of identity intersect to create unique modes of discrimination and privilege
- Avoiding single-narrative views of students and their families

Activity: My Identity Map

- Draw a circle with your name in the center
- Branch out with different aspects of your identity (e.g., educator, parent, race, hobbyist)
- Note which identities hold privilege in society and which are marginalized

Positionality Statement Activity

- Draft a brief positionality statement (2-3 sentences)
- Consider: How does your social position influence your teaching?
- Reflect: What biases might you hold based on your positionality?

Impact vs. Intent

- Our positionality shapes our intent, but our impact is determined by the receiver
- Acknowledging when our positionality or biases cause unintended harm
- Building a practice of repair, accountability, and continuous learning

Cultural Lenses

- We all view the world through a cultural lens shaped by our positionality
- Our lenses can create blind spots in our teaching and grading practices
- Strategies for shifting and expanding our cultural lenses

Case Study: Unconscious Bias

- Read the provided classroom scenario involving a student-teacher interaction
- Identify where the teacher's positionality influenced their reaction
- Discuss alternative responses rooted in CRP and empathy

The Danger of a Single Story

- Chimamanda Ngozi Adichie's TED Talk highlights the risk of stereotypes
- How do single stories show up in our curriculum, literature, and assumptions?
- Strategies for counteracting single narratives in the classroom

Discussion: Sharing Positionality

- In small groups, share one insight from your identity map or positionality statement
- Listen actively without judgment; practice empathetic listening
- Notice commonalities and differences in your lived experiences

Key Takeaways: Session 1

- Identity is complex, multi-dimensional, and intersectional
- Positionality directly impacts our teaching choices and student outcomes
- Ongoing self-awareness is the first step to culturally responsive teaching

Next Steps & Preview

- Complete the Staff Identity Self-Assessment before Session 2
- Observe your positionality in interactions with students and colleagues this week
- Preview: Session 2 will focus on Building Relationships with Diverse Families

Classroom Application Activity

Curriculum Audit & Redesign Framework

Use this framework to take an upcoming unit of study and transform it using the principles of Culturally Responsive Pedagogy discussed in Session 3. Complete this individually or with a grade-level partner.

Unit Topic & Standards		
Current Texts & Materials (Who is centered? Whose stories are told?)		
Mirrors (How do students see themselves in this unit?)		
Windows (How do students look into the experiences of others?)		

Deep Culture Integration (Values, beliefs, worldviews - beyond food & festivals)		
Sociopolitical Consciousness (How will students critique inequities or take action?)		
Student Voice & Choice (How will students co-create or choose their learning path?)		
Equitable Assessment (What multiple pathways will students use to show mastery?)		

30-Day Reflection Journal

Culturally Responsive Pedagogy is not a checklist, but an ongoing mindset and practice. Use this 30-day journal to reflect on your daily interactions, curriculum choices, and family engagements. Commit to 5 minutes of honest reflection each day.

Day 1: What is one assumption I held about a student or family that I have unlearned?	
Day 2: How did my positionality show up in my teaching today?	
Day 3: Did my students see themselves (mirrors) in today's lesson? How?	
Day 4: Whose voice was the loudest in my classroom today? Whose was missing?	
Day 5: How did I actively counteract a deficit-based thought today?	

Day 6: Did I make a positive, non-academic connection with a student today?	
Day 7: How did I incorporate student voice and choice into today's learning?	
Day 8: Reflect on a moment of discomfort today. What did it teach me about my biases?	
Day 9: Did I reach out to a family with positive news today? If not, plan one for tomorrow.	
Day 10: How did I validate a student's home language or cultural vernacular today?	

Day 11: Were my instructions and communications accessible to all families today?	
Day 12: How did I empower a student to take ownership of their learning today?	
Day 13: What is one way I can make my classroom environment more inclusive tomorrow?	
Day 14: Did I ask open-ended questions to understand a student's perspective today?	
Day 15: Mid-point reflection: What CRP practice is becoming a habit? What still feels forced?	

Thank You!

Your dedication to Culturally Responsive Pedagogy makes a profound difference in the lives of your students and their families. By committing to this work, you are helping to create a more equitable and empowering educational experience for all.

Your Feedback Matters!

If you found this professional development resource valuable, please consider taking a moment to leave a review on Teachers Pay Teachers. Your feedback not only helps us improve but also guides other educators toward high-quality, impactful resources for their classrooms and schools.

Thank you for your support and for the incredible work you do every day.

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