

Truro School Committee Meeting Minutes

March 30, 2023

Work Session

Present: Kolby Blehm, Vida Richter, Edwige Yingling, Peter Cook

Absent:

Others: Stephanie Costigan, Patrick Riley, Kathleen Rosenkampff

1. **Call to Order:** Kolby Blehm called the meeting to order at 4:34 PM
2. **Special presentation by Dr. Kalise Wornum on Cultural Proficiency and Equity in Schools**

Dr. Kalise Wornum, a Cultural Proficiency Coach of KW Diversity Inc. gave a one hour presentation at the TSC meeting. The presentation began with the definition of Cultural Proficiency: Cultural Proficiency is the ability to successfully teach students who come from cultures other than their own. It entails developing certain personal and interpersonal awareness and sensitivities, developing certain bodies of cultural knowledge, and mastering a set of skills that, taken together, underlie effective cross-cultural teaching. NEA 2008

Dr. Kalise presented a powerpoint and engaged the school committee members in a mutual discussion on Indicators of a Culturally Proficient Teacher, Guiding Principles of Cultural Proficiency, The Iceberg Concept of Culture, Equality, Equity and Liberation vs. Equality, Equity and Reality. Due to copyright agreements, the meeting was not recorded. The slide show is attached to the minutes.

3. **Adjournment:** Vida Richter moved to adjourn, second by Peter Cook roll call vote 4 - 0. The meeting was adjourned at 5:42 PM.

Peter Cook - yes
Vida Richter - yes
Edwige Yingling - yes
Kolby Blehm - yes

These minutes were approved by a vote of the Truro School Committee at their meeting on

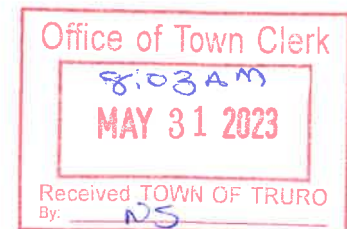
May 11, 2023

Respectfully Submitted:

Kathleen Rosenkampff

[Signature]

Truro School Committee Member





KW Diversity Inc.
The Cultural Proficiency Coach

Kalise@KWDiversityInc.com

Defining and Understanding Cultural Proficiency

Dr. Kalise Wormum

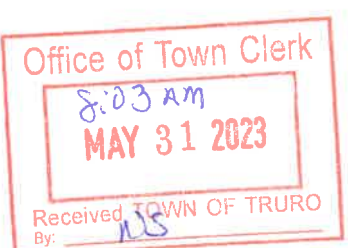
Office of Town Clerk

8:03 AM
MAY 31 2023

Received TOWN OF TRURO
By: JS

Definition

Cultural Proficiency is the ability to successfully teach students who come from cultures other than their own. It entails developing certain personal and interpersonal awareness and sensitivities, developing certain bodies of cultural knowledge, and mastering a set of skills that, taken together, underlie effective cross-cultural teaching. **NEA 2008**



Indicators of a Culturally Proficient Teacher

Self Reflect:

- What are my cultural values?
- How do my values shape the way in which I teach, evaluate and understand others?

Study Your Students / Staff:

- Spends time learning who they are
- How does their cultural values shape their learning?
- Show that you value their culture
- Create entry points for their culture

Critically Reflective of Your Practice

Maintaining the Essential Elements

- Name the difference
- Claim the difference
- Reframe the difference
- Train about the difference
- Adapt for the difference

Ability and Willingness to have the difficult conversation:

- Ask curious questions
- Felt, Found, Feel
- Believe their reality

Protect the Discretionary Spaces

- Define Discretionary Spaces
- Teach examples of how to use DS to bring about classroom equity
- Connect it to classroom culture and classroom management

Office of Town Clerk

8:03 AM
MAY 31 2023

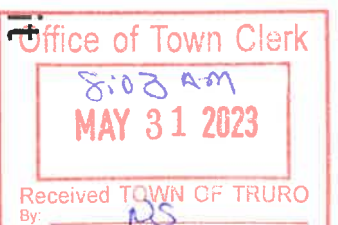
Received TOWN OF TRURO
By: *JS*



KW Diversity Inc.
The Cultural Proficiency Coach

Guiding Principles of CP

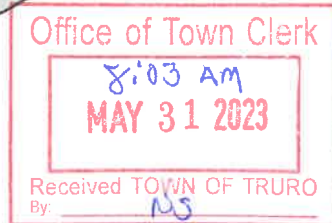
- Cultures are not homogeneous; there is diversity within the groups.
- The unique needs of every culture must be respected.
- CP is not just about ensuring the absence of racial micro-aggressions it is about a teachers capacity to invite the cultures of their students into the classroom.
- Failure to embrace students cultures as assets gives rise to deficit-based thinking.



Guiding Principles of CP

- Teaching with a culturally relevant framework requires us to be able to effectively discuss race, racism and other ism.

"I would really recommend my teacher to any minority student. He is one of those teachers that is not afraid to explore difficult situations or have difficult discussions. That is one of the things that inspires me to do well in class."



The Iceberg Concept of Culture

Like an iceberg,
nine-tenths of culture is below the surface.

Surface Culture
Most easily seen
Emotional level - low

Food, dress,
music, visual arts,
drama, crafts,
dance, literature,
language, celebrations, games

Shallow Culture
Unspoken Rules
Emotional level - high

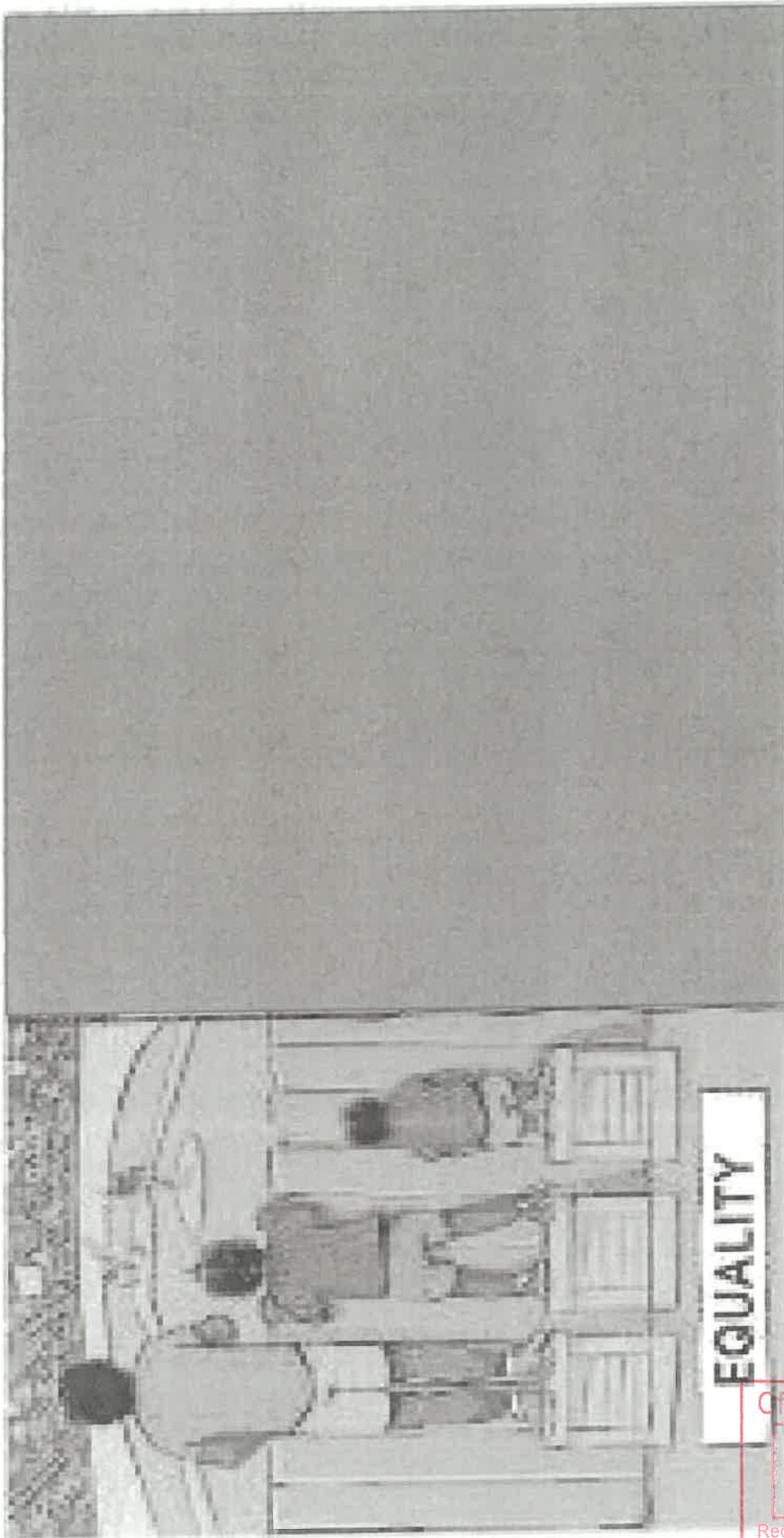
courtesy, contextual conversational patterns, concept of time,
personal space, rules of conduct, facial expressions,
nonverbal communication, body language, touching,
eye contact, patterns of handling emotions,
notions of modesty, concept of beauty, courtship practices,
relationships to animals, notions of leadership, tempo of work,
concepts of food, ideals of child rearing, theory of disease,
social interaction rate, nature of friendships, tone of voice,
attitudes toward elders, concept of cleanliness, notions of adolescence,
patterns of group decision-making, definition of insanity,
preferences for competition or cooperation,
tolerance of physical pain, concept of "self",
concept of past and future, definition of obscenity,
attitudes toward dependents,
problem solving roles in relation to age, sex, class, occupation,
kinship, and ...

Deep Culture
Unconscious Rules
Emotional level - intense

Office of Town Clerk

8:03 AM
MAY 31 2023

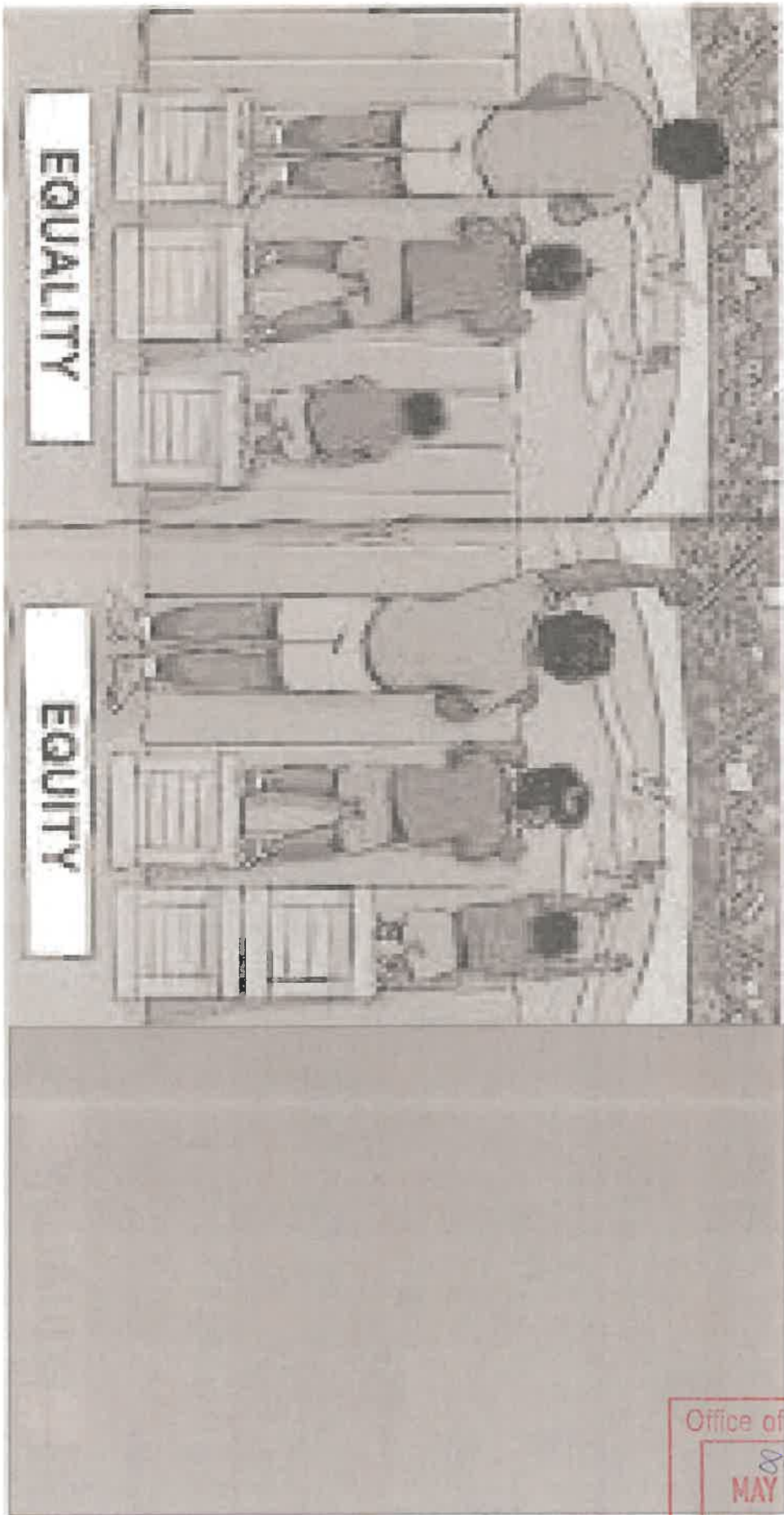
Received TOWN OF TRURO
By: NS



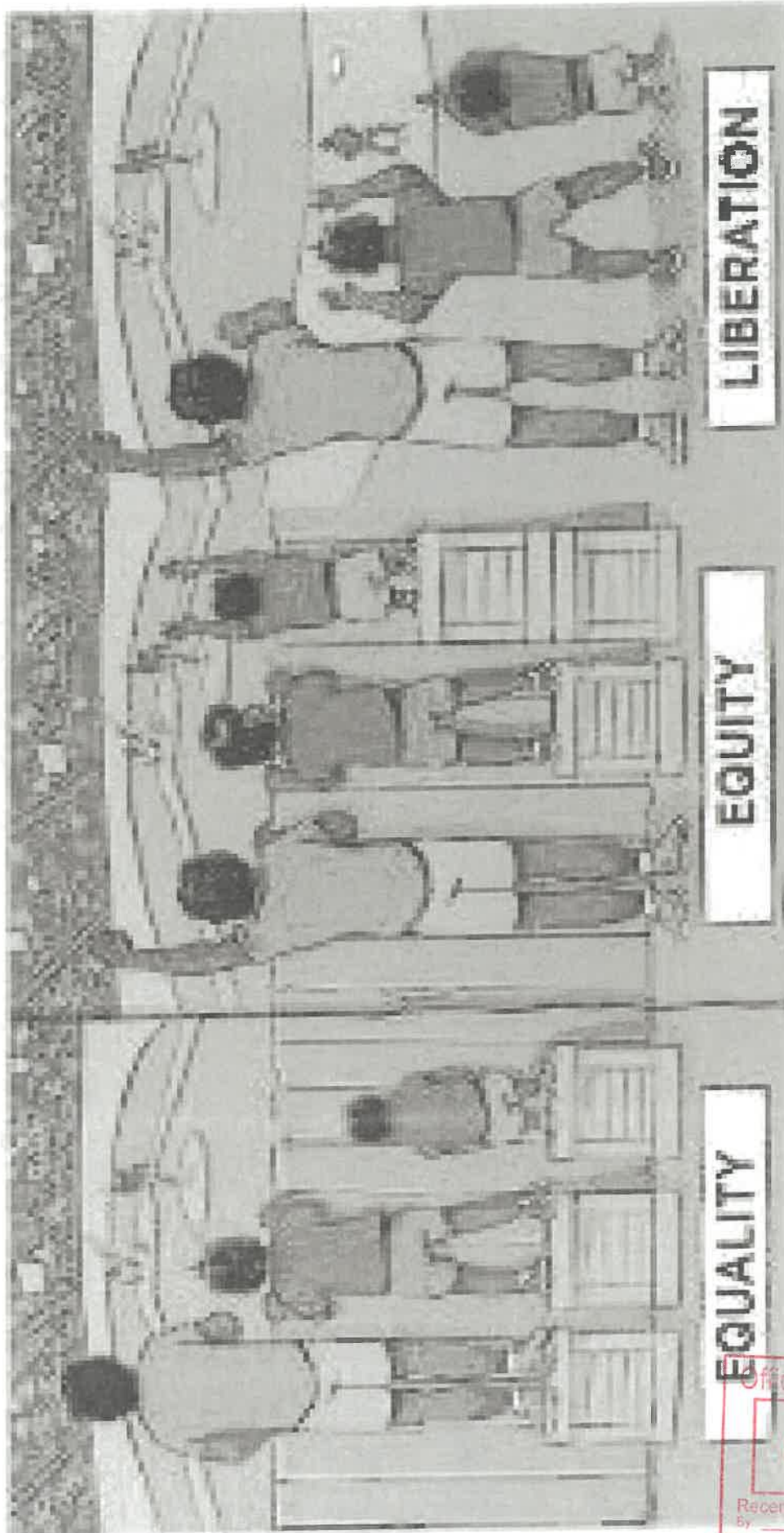
Office of Town Clerk

8:03 AM
MAY 31 2023

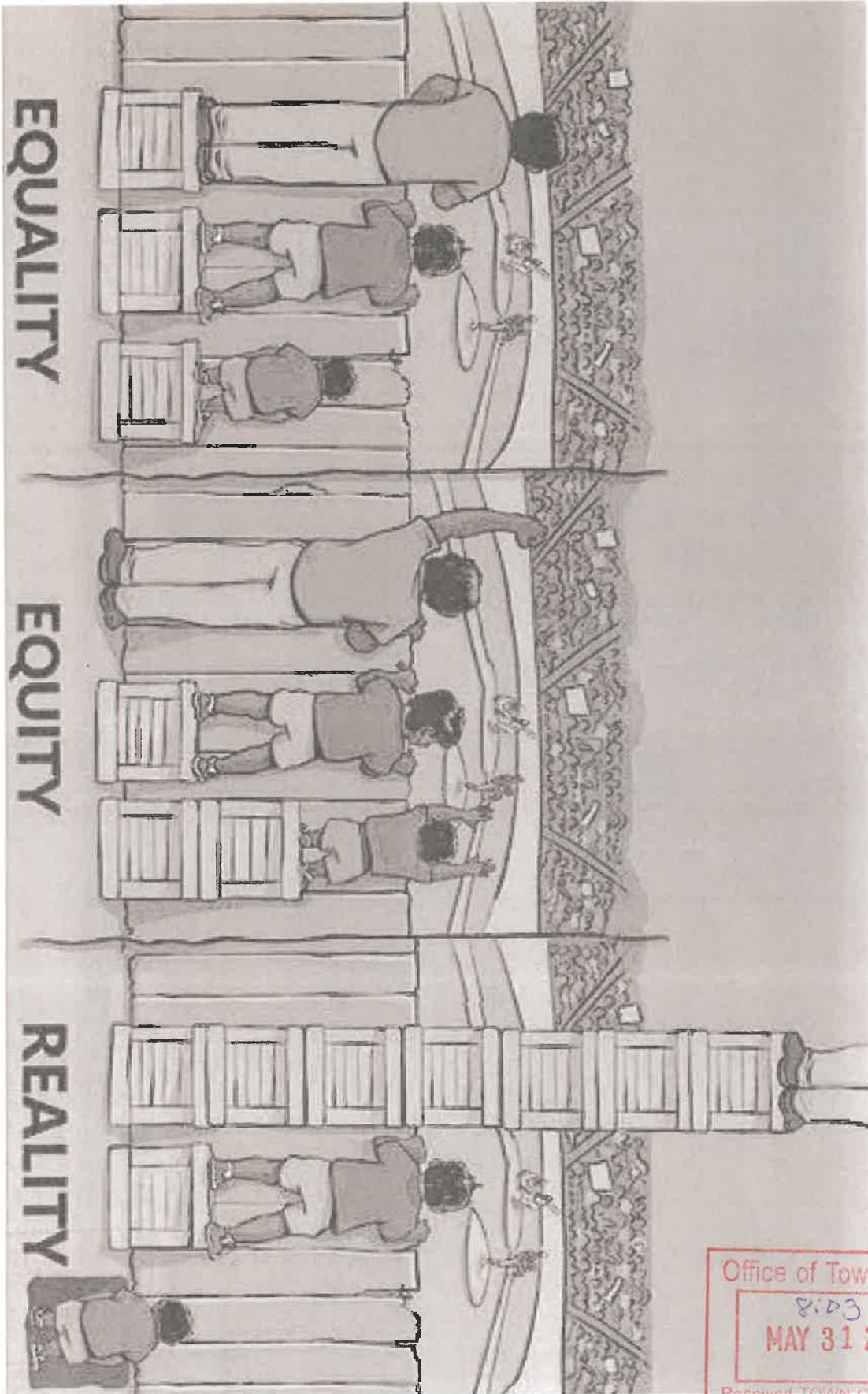
Received TOWN OF TRURO
By: MS



Office of Town Clerk
8:03 AM
MAY 31 2023
Received TOWN OF TRURO
By: AS



Office of Town Clerk
8:03 AM
MAY 31 2023
Received TOWN OF TRURO
By NS



EQUALITY

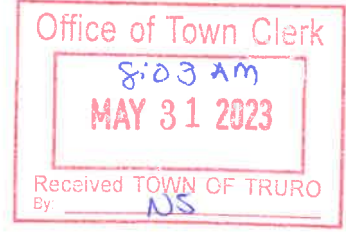
EQUITY

REALITY

Office of Town Clerk
8:03 AM
MAY 31 2023
Received TOWN OF TRURO
By MS

Equity...

Educational equity means that every child receives whatever she/he/they need to develop her/his/their full academic and social potential and to thrive every day.



The Iceberg Concept of Culture

Like an iceberg,
nine-tenths of culture is below the surface.

Surface Culture
Most easily seen
Emotional level - low

Food, dress,
music, visual arts,
drama, crafts,
dance, literature,
language, celebrations, games

Shallow Culture
Unspoken Rules
Emotional level - high

courtesy, conversational patterns, concept of time,
personal space, rules of conduct, facial expressions,
nonverbal communication, body language, touching,
eye contact, patterns of handling emotions,
notions of modesty, concept of beauty, courtship practices,
relationships to animals, notions of leadership, tempo of work,
concepts of food, ideals of child rearing, theory of disease,
social interaction rate, nature of friendships, tone of voice,
attitudes toward elders, concept of cleanliness, notions of adolescence,

Deep Culture
Unconscious Rules
Emotional level - intense

patterns of group decision-making, definition of insanity,
preferences for competition or cooperation,
tolerance of physical pain, concept of "self",
concept of past and future, definition of obscenity,
attitudes toward dependents,
problem solving roles in relation to age, sex, class, occupation,
kinship, and ...

Office of Town Clerk

8:03 AM

MAY 31 2023

Received TOWN OF TRURO
By: NS

Thank you!

Email:

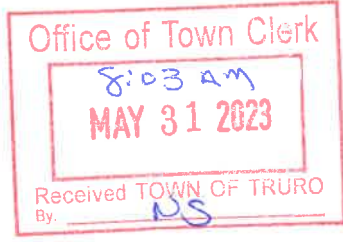
Kalise@KWDiversityInc.com

@KWDiversityInc

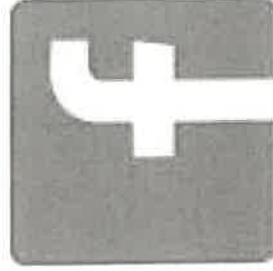
Kalise@KWDiversityInc.com

774-223-7636

www.KWDiversityInc.com



@KWDiversityInc



Kalise@KWDiversity.com



KW Diversity Inc.
The Cultural Proficiency Coach



Thank you! Kalise@KWDiversityInc.com



KW Diversity Inc.
The Cultural Proficiency Coach



<https://www.facebook.com/KWDiversityInc>



<https://instagram.com/kwdiversityinc>



<https://www.linkedin.com/company/kw-diversity-inc/>



<https://twitter.com/KWDiversityInc>



www.tiktok.com/@kwdiversityinc

