



To build upon the knowledge, skills, perspectives, and practices of MNPS educators so that all students and families have access and opportunity to an excellent education.

Course Catalogue 2017-2018

To schedule Equity & Diversity University (E.D.U.) sessions for your school, contact
Allison.Buzard@mnps.org or 615.298.6752

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College of Cultural Awareness

- **Cultural Humility**

This course elevates cultural humility over cultural competence and explores the three factors that guide cultural humility in teachers and school staff: lifelong commitment to self-examination and self-critique, desire to fix power imbalances, and develop partnerships with people/groups who advocate for others. Contact Mariana Merritt at Mariana.Merritt@mnps.org.

- **Culture Exchange Program**

This course, offered by a NICE staff and parent/family member facilitator, review common cultural norms, values, beliefs, and practices of specific cultural groups and outline best practices for educators to effectively engage with students and families to promote student and community success. Contact: Emily Bernasconi at emily@empowernashville.org.

- **Bhutanese Cultural Exchange**
- **Burundian Cultural Exchange**
- **Burmese Cultural Exchange**
- **Cuban Cultural Exchange**
- **Egyptian Cultural Exchange**
- **Eritrean Cultural Exchange**
- **Iraqi Cultural Exchange**
- **Kurdish Cultural Exchange**
- **Somali Cultural Exchange**

- **Islam, Culture, and Diversity Dinner & Presentation**

This course, offered several times a year at the Islamic Center of Nashville/Salahadeen Center, offers an in-depth understanding of the cultural life of many Muslim students by exploring beliefs and practices, demographics and diversity, and misunderstandings that can lead to social and emotional stress. Contact: Rashed Fakhruddin at president@icntn.org.

- **Refugee Resettlement 101**

This course, offered by Catholic Charities staff, is designed to provide school personnel with information regarding current trends in refugee resettlement, the role of the resettlement agency, and the unique needs of refugee students in the classroom. It includes tips for working effectively with refugee families and details about support services for refugee students and the schools that serve them. Contact: Alice Gatebuke at Agatebuke@cctenn.org.

- **Understanding and Mitigating Trauma in the Classroom**

*This course, offered by Catholic Charities' staff, is designed to provide school personnel with general information about trauma, how trauma affects the brain, its impact on the student, and how it might manifest in the classroom. The course provides practical tips on how to be trauma informed, while providing strategies that help mitigate behavioral issues that might arise as a result of trauma, in the classroom. For anyone interested, this training can be coupled with a follow up additional offering of a small group coping skills program for students, also offered by Catholic Charities. **Note:** Although this course pulls from the experiences of refugee students, the information provided is applicable across the board, for those interested in learning about trauma in general. Contact: Alice Gatebuke at Agatebuke@cctenn.org.*

- **Working Effectively with Interpreters**

There's a learned art to communicating with families through an interpreter. This course outlines practically how and when to request an interpreter, how to work with an interpreter, and how to communicate with a family most effectively through an interpreter. Contact: Manuel Diaz De Leon at Manuel.DiazDeLeon@mnps.org.

College of Equity and Diversity

- **Building Bridges:**

- **Phase 1: Expanding our Awareness**

- *These module-based courses, offered by Oasis Center staff, are designed to expand the awareness of school staff in the areas of identity and culture with a focus on student safety and empowerment. These experiential workshops provide staff with tools and skills that will assist in creating a positive school climate and ensure that all students have equal access. Schools can access all 6 modules or several individual modules based on student demographics.*

- **Module I: Identity and Diversity** (*focuses on the importance of cultural humility and inclusion*)
 - **Module II: Privilege** (*explores the issue of privilege and how to use it to benefit others*)
 - **Module III: Stereotypes** (*articulates how stereotypes and messages eventually result in oppression*)
 - **Module IV: Poverty** (*examines the struggles and opportunities to empower students in poverty*)
 - **Module V: Sexual Orientation** (*builds empathy for the LGBTQ+ community*)
 - **Module VI: Positive Youth Development** (*empowers teachers to empower youth voice*)

- **Phase 2: Cultural Awareness**

- *Phase II is an opportunity to take the lessons learned from Cultural Awareness Phase I and apply them in tangible ways in the classroom, as well as relationships with students and families. In phase II of this professional development series, we are giving schools an opportunity to design a training that fits the needs of the staff. Before a PD day can be scheduled, school leadership and the trainer will meet to discuss the specific dynamics in the school, think through goals, and create an agenda that is unique and intentional.*

- **Creating a Culturally Responsive Classroom** (*learn methods and activities that help create a classroom of inclusion*)
 - **Empathy Building for LGBTQ Students** (*now that you understand the language, put yourself in the shoes of an LGBTQ student*)
 - **What's Up With Black Girls?** (*as the fastest growing demographic to be suspended and expelled, explore ways to promote the brilliance and leadership of Black girls*)
 - **The Generation Gap** (*this workshop explores how the average Gen-Z student learns and thrives in this new age*)
 - **Conflict and Basic Needs** (*take a different approach to understanding and navigating conflict with your students, through the lens of needs*)
 - **Strategic Sharing and Your Narrative** (*this workshop helps participants craft their own personal narrative as a foundation for building healthy relationships with students and families*)
 - **Raising Student Voice** (*learn ways to empower the youth in your building to create a school climate they can thrive in*)

- **Foundations of Equity**

- *This course explores the definition of educational equity, explores current equity gaps, and unpacks the hallmarks of an equity leader.*

- **Poverty Simulation (* 3 Hour Course)**

- *The Poverty Simulation is an interactive, non-traditional, powerful three-hour training that equips participants to understand the effects that poverty has on individuals, families, and communities. (Note: this course can be offered to groups of no less than 40 & no more than 120).*

College of Family Engagement

Foundation Courses

- **Foundations of Family Engagement**
In this course, we examine how our own attitudes, assumptions and beliefs about family engagement impact our ability to welcome, honor, and connect with families. This training offers opportunities for self-exploration, dialogue, and brainstorming.
- **Strategies for Effective Family Engagement**
This course explores research about the benefits of prioritizing family involvement and offers practical tools about how to effectively engage families in our Nashville Schools.

Relationship Building

- **Parent Teacher Home Visits**
This course explores home visiting as a relationship-building technique with families.
- **Welcoming School Culture**
This course offers a framework for the importance of creating welcoming environments for all families and provides practical tools for schools to measure and implement in their schools. From signage to staff to website navigation, how we welcome families is critical for increasing their sense of belonging and involvement.

Academic Partnering

- **Partnering with Families for Academic Success**
This course explores the five roles that adults play in accelerating learning and unpacks strategies to engage all families as academic partners for student success.
- **FAST Model: Family Academic Success Teams (Involves training and coaching *)**
The use of Family Academic Success Teams is a highly effective strategy for caregivers to become intentionally involved in their child's academic success. This model bridges communication between teachers and caregivers about specific student data and empowers them with tools to support learning at home. FAST begins with a one-hour informational session and requires grade-level team consensus for implementation. Implementation involves 4-6 planning sessions. FAST is an ideal elementary school strategy.
- **Student Led Conferences Model (Involves training and coaching*)**
Student led conferences (SLC) are an effective academic team-building strategy for students, caregivers, and teachers. This one hour introductory session explains best practices and methodology and requires grade-level consensus for implementation. Implementation involves 4-6 planning sessions. SLC are an ideal middle and high school strategy.

Meaningful Communication

- **Proactive Communication**
This course reviews best practices for teacher to family communication with families and offers work time for planning, content creation, and role-play scenarios.
- **Reactive Communication**
This course reviews best practices for responsive and reactive teacher to family communication with families, content creation, and role-play scenarios.

Cohort-Based Learning Opportunities

- **Equity Professional Learning Community**

Coming Mid-Fall 2017

- **FACE (Family and Community Engagement) Institute Leader**

FACE Institute Leader is an advanced-level, cohort-based learning opportunity for family engagement professionals through Equity and Diversity University. FACE Leaders meet monthly to dive deep into core belief exploration, theory, and best practices. Coursework includes a blend of discussion, lecture, and project-based learning all facilitated through the lens of equity. Leaders are equipped with out-of-class readings and exercises to prepare them for their monthly meeting. FACE Leaders graduate with increased capacity to form effective partnerships between school and family, connections with a supportive, like-minded network, understanding of core beliefs, and confidence to engage our MNPS families and communities effectively, and to engage their colleagues to do this work, as well. All work and discussions will be viewed through the lens of equity. Applications for 2017-2018 will be released in mid-fall 2017.

- **FACE (Family and Community Engagement) Institute Teacher Elementary**

FACE Institute Teacher is a cohort-based learning opportunity for teachers through Equity and Diversity University. FACE teachers meet 6 times over the course of the academic year to examine core beliefs, review communication practices, and learn how to partner with families for academic success. Each session is facilitated through the lens of equity and is strategically designed around the academic calendar and offers a blend of discussion, planning, and practice for classroom and school-level family engagement. FACE Teachers will graduate with the capacity to form effective partnerships between school and family, make connections with a supportive, like-minded network, explore personal beliefs, and grow in confidence to engage our MNPS families and communities effectively. Those interested in applying with a school-cohort of 2-4 teachers for the 2017-2018 school year can email Allison.Buzard@mnps.org. Applications will be released in mid-August.

- **FACE (Family and Community Engagement) Institute Teacher Secondary**

FACE Teacher Institute is a cohort-based learning opportunity for teachers through Equity and Diversity University. FACE teachers meet 6 times over the course of the academic year to examine core beliefs, review communication practices, and learn how to partner with families for academic success. Each session is facilitated through the lens of equity and is strategically designed around the academic calendar and offers a blend of discussion, planning, and practice for classroom and school-level family engagement. FACE Teachers will graduate with the capacity to form effective partnerships between school and family, make connections with a supportive, like-minded network, explore personal beliefs, and grow in confidence to engage our MNPS families and communities effectively. Those interested in applying with a school-cohort of 2-4 teachers for the 2017-2018 school year can email Allison.Buzard@mnps.org. Applications will be released in mid-August.