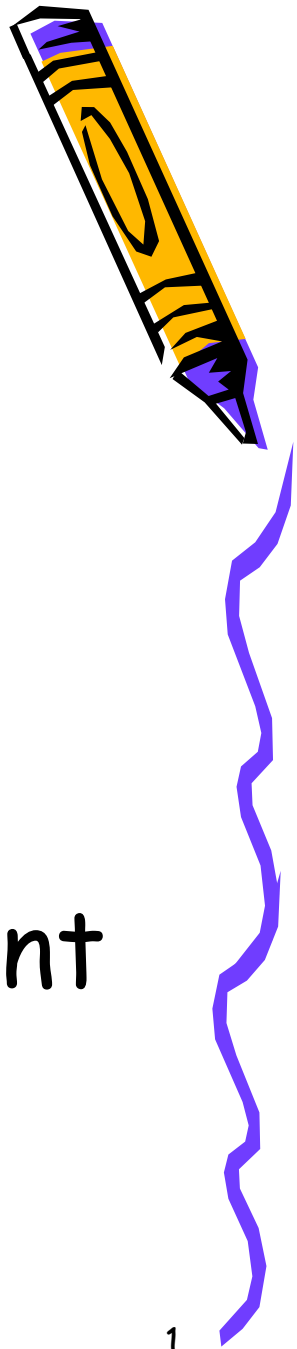


# Challenging Mediocrity



Balancing Diversity and Student  
Achievement



# OBJECTIVES:

- Examine current US and school demographic data
- Define and evaluate school culture and climate
- Review the SURE Formula
- Review the TARGET Method for using data



# Diversity

D = Differences

I = Inclusion

V = Valuing

E = Everyone

R = Respect

S = Sensitivity

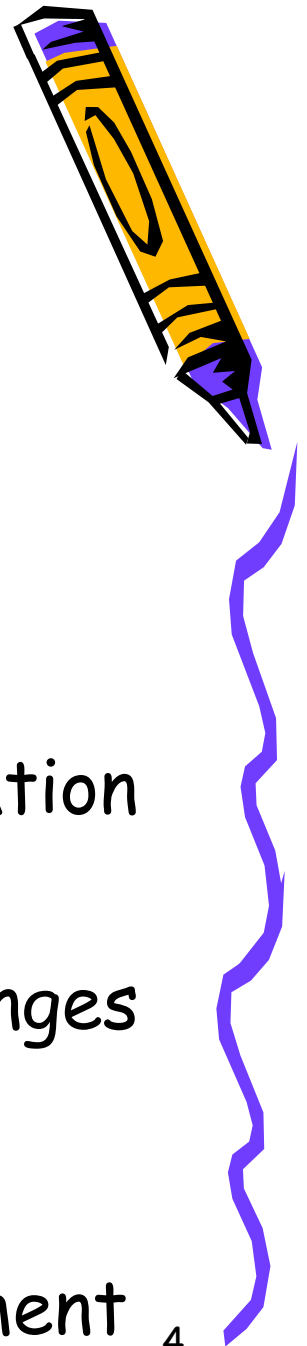
I = Individual

T = Teamwork

Y = YOU



# Defining "Culture"



- Understanding
- Perceive & Explain Experiences
- Customs
- Philosophy
- Behavior
- Ethnicity
- Race
- Gender
- Sex
- Sexual Orientation
- Religion
- Physical Challenges
- Socioeconomic Status
- Living Environment



# Defining "Ethnicity"



- Cultural Heritage...common to a population or group
- Customs....behaviors
- Language...different languages & usage of same language
- History...as a community, region, or country
- National Origin...affected by different political and socioeconomic characteristics of different countries of origin



# Defining "Race"

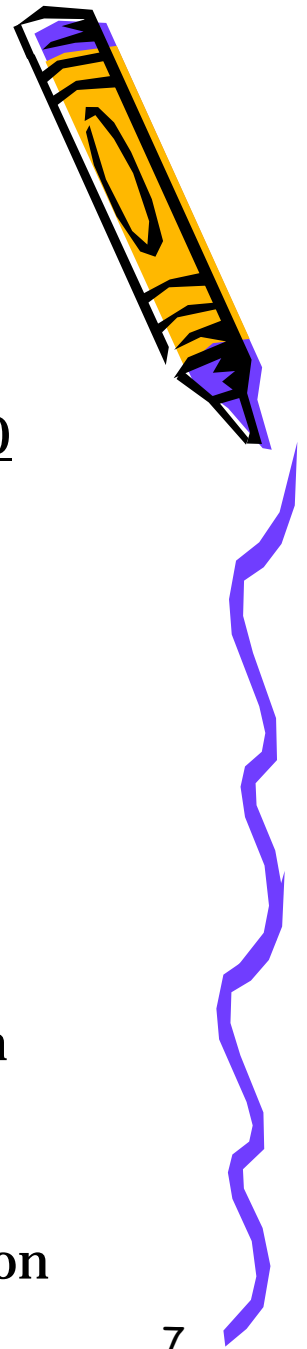


Physical Traits

Distinguishing  
Group



# The Changing Marketplace



## U.S. Population Today

73.6% White

12.1% Black

10.3% Latino

3.3% Asian

.7% American Indian

Total Population:  
262.8 million

## U.S. Population 2050

52% White

13.8% Black

24.9 Latino

8.4% Asian

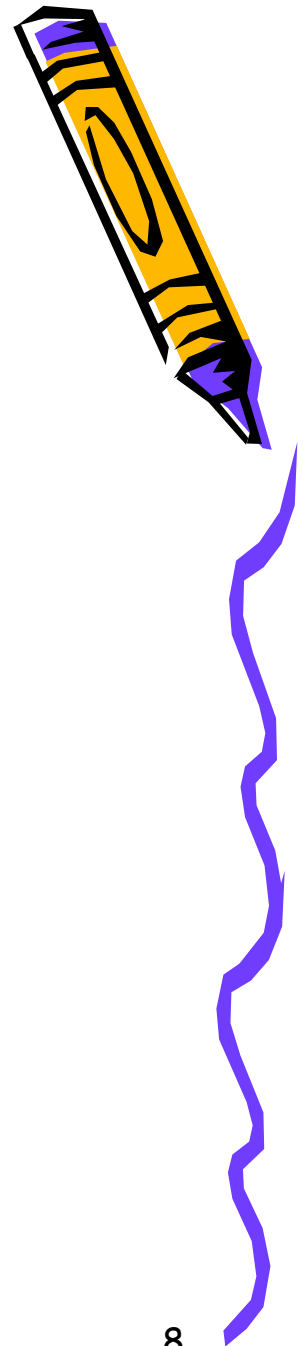
.9% American Indian

Total Population:  
393.9 million



# Demographics (2004)

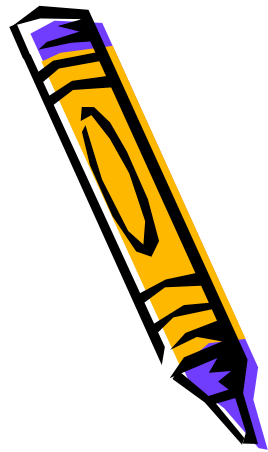
<u>Teachers</u>		<u>Students</u>
83.9%	White	61.0%
7.9%	Black	16.0%
6.0%	Hispanic	17.7%
1.6%	Asian	3.6%
	Pacific Islander	
0.6%	American Indian or Alaskan Native	1.7%



# SOMETHING TO PONDER

There would be:

- 57 Asians
- 21 Europeans
- 14 from the Western Hemisphere, both north & south
- 8 Africans
- 52 would be female
- 48 would be male
- 70 would be non-white
- 30 would be white
- 70 would be non-Christian
- 30 would be Christian



# SOMETHING ELSE TO PONDER

- 89 would be heterosexual
- 6 people would possess 59% of the entire world's wealth & all 6 would be from the United States
- 11 would be homosexual
- 80 would live in substandard housing
- 70 would be unable to read
- 50 would suffer from malnutrition
- 1 would be near death; 1 would be near birth
- 1 would have a college education
- 1 would own a computer



# Changes to Consider:

- Latinos and Asians = more than half U.S. population growth every year for the next 50 years
- From 1990 to 2000, those over 55 years have grown at a 40% rate
- As of 2000, roughly 80% of all school-aged children and 70% of all pre-school children had mothers working outside the home
- Three-fourths of today's workforce (25 to 34) have not completed college
- By 1995, about 60% of American families were dual-income households





**What effect are these  
changes**

**having on schools,  
businesses,**

**and the workplace?**



Was putting a man  
on the moon  
actually easier than  
improving education  
in our public  
schools?



B.F. Skinner

Human Development Theorist

# Relation to Student Achievement

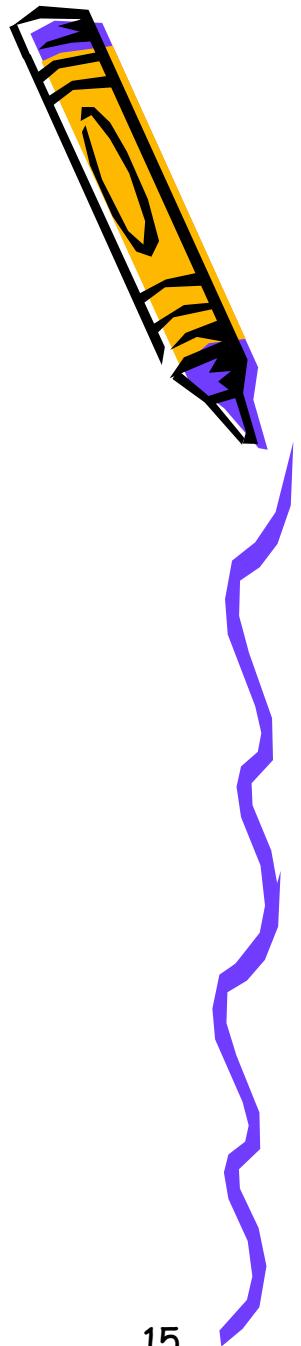
- NAEP (2005) reported a 23 to 28 point difference in reading scores
- NAEP (2005) reported 20 to 24 point gap in math scores
- GSU (2003) report that 31% of white teachers in schools where 70% of the student population was black, left those schools
- Nearly 40% of our nation's school-age children do not read at a basic level
- 70% of low-income 4<sup>th</sup> graders cannot read at a level that requires phonemic awareness, phonics, and low level comprehension skills
- DOE (2002) reports that more than half of urban students are not capable of reading at a level that requires critical thinking skills or interpretation skills



# Defining School "Culture"

*Shared ideas - assumptions, values, and beliefs - organizational identity and standard for expected behaviors*

- Operates unconsciously
- Often taken for granted
- Shared by teachers, students, and staff
- Past experiences predict future behaviors
- Atmosphere of the organization, myths, morals
- Appearance of the building
- Manner in which people interact
- Rituals and ceremonies
- What the organization represents



# Defining School "Climate"

*The physical and psychological aspects of the school that are more susceptible to change and that provide the preconditions necessary for teaching and learning to take place.*

- Feelings about the school (safe, valued, respected)
- Faculty interactions
- Student interactions
- Leadership/decision making
- Disciplined environment
- Learning environment
- Attitude and culture
- School-community relations
- Affective environment (sense of belonging and self-fulfillment)

