

Culturally Responsive Leaders Rating

(Some areas excerpted from the work of Dr. Lewis Madhlangobe/Texas State University-2015)

Characteristics are scored on a scale of 1-5, with 1 being the lowest and 5 being the highest

*This is not solely a quantified assessment. This assessment is designed to look at the components of Culturally Responsive Leadership as a means of identifying areas of triumph and growth. Pay specific attention to self-assessments that fall between 1 & 3. These are areas to begin critical self-reflection as an individual and as a team. We are all on the Culturally Responsive Trajectory. Growth occurs over a lifetime as we consistently start with the inside-out approach. (Dr. Sampson)

1	2	3	4	5
Weak		Moderate	Emerging	Strong

The Characteristics of a Culturally Responsive Leader	Where do you fall?
1. Understands the importance of culture in the teaching-learning-relationship process with diverse groups	
2. Understands beliefs, values, traditions, experiences, funds of knowledge, and learning styles of different cultures	
3. Helps peers, and staff to be aware of the diverse learning needs of different cultural/racial groups, and to use culturally responsive consciousness as an infusion- not as an add on	
4. Doesn't hesitate to call out and name inequities when observed covertly or overtly in schools, systems, practices, instruction, policies, budgets, etc.	
5. Promotes empowering programming that fosters equity and inclusivity and limits stereotyping and inequities	
6. Brings together diverse groups from inside and outside of the community and agency to create inclusive programming	
7. Democratically develops and maintains an inclusive vision and mission that fosters the well-being of all members of the school population and community	
8. Creates culturally responsive leadership in collaboration with the community	
9. Participates in personal and professional development that increases their cultural knowledge and responsiveness ongoing	
10. Recognizes power, privilege, inequities, fragility, and entitlement in themselves and within systems	

11. Provides space for ongoing professional development that enhances cultural knowledge and responsiveness	
12. Promotes data-based inquiry that enables leaders/staff to assess and improve their level of cultural responsiveness at the disaggregated level	
13. Works directly with staff, students, parents, and community members to foster cultural understanding	
14. Is connected with the community, is not afraid or disrespectful of the communities in which they work, is physically aware of the community, and knows the nuances, leaders, community norms, etc.	
15. Engages the community in efforts to meet educational and social needs of diverse students, families, and the community-from a whole child/whole community perspective	
16. Puts cultural responsiveness at the center of efforts to improve the performance of children in under resourced or marginally excluded groups (i.e., in writing, in actions, in programming, in leading, etc.)	
17. Critically reflects on how their own culture, personal history, beliefs, biases, and attitudes impacts the way they interact with diverse student groups, parents, and the community. Utilizes that critical reflection as a basis for changing their behavior and level of cultural competency	
18. Does not employ the save the children/save the community/save the group mentality. Approaches students/families and communities with cultural humility based in recognizing the strengths and resiliency of the group(s) being served	
19. Respects current Black, Indigenous & Staff of Color, and seeks their perspective; honoring the fatigue they may experience, and making sure they do not feel invisible	
20. Operates from a strengths-based not deficit-based perspective, and recognizes that it is morally correct to serve communities with integrity and empathy	

Reflection Questions:

Do you believe you are leading overall with an equity/culturally responsive lens?

What are your areas of triumph?

What are your areas of challenge?

What would you commit to including/augmenting in order to move successfully along the Culturally Responsive Leadership Continuum?



