

## Workshop 1: CULTURALLY RESPONSIVE PEDAGOGY

Developed by [Asociación Empresas CON VALORES](#)

Short overview:

The "Competency Framework for the Vocational Integration of Migrants and Refugees" aims to enhance the skills and knowledge of VET practitioners to support the inclusion of migrant and refugee learners. The framework covers key competencies such as empathy, active listening, trauma-informed practice, diversity and intercultural dialogue, critical thinking, and culturally responsive pedagogy.

Each competency is broken down into three aspects: **Knowledge** (what VET practitioners need to understand, such as cultural awareness and the principles of inclusive education), **Skills** (abilities like effective communication, adapting teaching methods to diverse needs, and conflict resolution), and **Values and Attitudes** (fostering equity, respect, and self-awareness in diverse learning environments). This approach provides a holistic guide to creating inclusive and responsive VET settings.

Learning Outcomes of the Workshop:

<b>By the end of the workshop VET practitioner will....</b>	<b>Understanding the Principles of Culturally Responsive Pedagogy:</b> Participants will develop a clear understanding of what culturally responsive teaching entails and why it is essential in a diverse classroom setting.
	<b>Recognizing and Valuing Diversity:</b> Practitioners will learn how to acknowledge and appreciate the diverse cultural backgrounds of their students, recognizing how these experiences can enrich the learning environment.
	<b>Developing Inclusive Teaching Strategies:</b> Participants will explore various teaching methods and approaches that promote an inclusive atmosphere, adapting their practices to meet the cultural and linguistic needs of all learners.
	<b>Fostering Critical Thinking and Dialogue:</b> Practitioners will learn how to encourage critical thinking and open discussions in the classroom, promoting a learning environment that is respectful of all viewpoints and experiences.
	<b>Building Relationships with Students and Communities:</b> The workshop will emphasize the importance of establishing strong relationships with students and their communities, understanding their unique perspectives, and

creating a supportive learning environment.

Overview of the Workshop:

<b>Description of the learning activities, including methods and instructions to the TRAINER</b>	<b>Timing (minutes)</b>	<b>Materials and resources (Including links)</b>
<p><u><a href="#">Introduction and pre-workshop evaluation form (assessing the VET practitioners actual competence level in the area of the workshop)</a></u></p> <p>A brief introduction to the workshop, its aims, and the significance of culturally responsive pedagogy. Practitioners will complete a pre-workshop evaluation to assess their current knowledge and understanding of the topic.</p>	<u>15 minutes</u>	<p>Sign-in sheet Pre-course evaluation form</p>
<p><u><a href="#">Presentation with interactive elements</a></u></p> <p>An overview of culturally responsive pedagogy with key concepts, examples, and case studies. Include polls, quizzes, or live Q&amp;A to make it interactive.</p>	<u>25 minutes</u>	<p>Slides Link to interactive presentation apps to be used Slides, link to interactive presentation tools (e.g., Mentimeter, Kahoot)</p>
<p><u><a href="#">Whole Group Activity [1]: Exploring Cultural Diversity</a></u></p> <p>A brainstorming session where participants share their experiences and observations of cultural diversity in their classrooms. Practitioners will work</p>	<u>20 minutes</u>	<p>Flip charts, markers, sticky notes</p>

together to identify challenges and benefits of a culturally diverse classroom.		
<b><u>Whole Groups Activity [2]: Role-Play Scenarios</u></b>	<b><u>30 minutes</u></b>	Printed role-play cards, scenario descriptions
Divide the group into pairs or small groups. Each group role-plays a classroom scenario focusing on cultural challenges or opportunities. Afterwards, each group discusses possible solutions or strategies for handling the situation using culturally responsive pedagogy.		
<b><u>Whole Groups Activity [3]: Developing Inclusive Lesson Plans</u></b>	<b><u>40 minutes</u></b>	Templates for lesson planning, access to teaching resources
Practitioners work in small groups to create or adapt a lesson plan that incorporates culturally responsive teaching practices. Each group shares their lesson plan and receives feedback from the trainer and peers.		
<b><u>Optional Activity [4]: Story Sharing Circles</u></b>	<b><u>20 minutes</u></b>	Comfortable seating, talking piece for sharing circle
Participants gather in a circle and share a brief story or experience from their teaching practice where cultural background played a significant role. Focus on lessons learned and how these can be integrated into a culturally responsive approach.		
<b><u>Feedback and workshop evaluation</u></b>	<b><u>20 minutes</u></b>	Post-workshop evaluation form, online feedback tool (e.g., Google Forms)

Practitioners complete an evaluation form to reflect on what they learned and provide feedback on the workshop. This will assess the improvement in understanding and application of culturally responsive pedagogy.

Additional resources for the trainer to explore:

- **"Culturally Responsive Teaching and the Brain" by Zaretta Hammond.** This book provides practical strategies for educators to create a more culturally inclusive learning environment. It explores how to improve relationships with diverse students and incorporates neuroscience research to enhance culturally responsive teaching practices.
- **Teaching Tolerance - Professional Development Resources.** Teaching Tolerance offers free resources, including articles, webinars, and lesson plans that help educators understand and implement culturally responsive teaching. The website provides activities and guidelines for addressing diversity and inclusion in the classroom.
  - Link: <https://www.sabes.org/content/teaching-tolerance-classroom-resources/educational-leadership-program-management-sabes>
- **Edutopia - Strategies for Culturally Responsive Teaching.** Edutopia is an excellent source for videos, articles, and case studies on implementing culturally responsive teaching strategies. It offers practical advice and best practices for fostering a more inclusive classroom environment.
  - Link: <https://www.edutopia.org/topic/culturally-responsive-teaching/>