

## *Building Cultural Competence Rubric*

### **Learning Objectives:**

Upon completion of this module, you will be able to:

- Identify when students have different cultural backgrounds and experiences than your own.
- Practice strategies to build cultural competence, supporting and engaging students across cultures and backgrounds

### **Research Recommended Approach:**

#### **Research Recommendations**

Research suggests that educators can best improve student learning, when they understand student's background. In addition, students are more apt to learn when they feel their cultural background is understood and valued. Therefore, the best approach to question 2 is:

**“Marcelo, tell me about some differences between living in the U.S. and Mexico. What do you miss about Mexico?”**

Research shows that in order to improve student learning, tutors need to understand students' backgrounds and be comfortable working with students of all cultures and backgrounds. Cultural competence is defined as the ability to successfully understand and engage students who come from cultures other than our own. Building cultural competence is a process and does not mean learning a set of facts about specific populations. Developing cultural competence emphasizes a commitment to understanding the role of culture in shaping the way people view the world.

Four key cultural competencies, with adaptations to align with tutoring include:

- 1) **Awareness:** being aware of one's own worldviews and internal biases. Tutors should practice awareness of their own opinions and views.
- 2) **Attitudes:** being open to differing views and opinions. Tutors should value the differing views and opinions of others.
- 3) **Knowledge:** knowing about differences in cultural practices and how these may impact students' behaviors. Tutors should be open to learning about how culture shapes students' perspectives.
- 4) **Skills:** developing and using strategies for effectively and respectfully communicating with students from different cultures. Tutors should apply skills of respectful communication with all students.

(Adapted from Cultural Competence Toolkit, 2023)

Research states cultural competence as the ability to recognize, engage, adapt and bridge across other cultures to create a more equitable learning environment. Developing cultural competence is an ongoing process that begins with increasing awareness about one's own culture, values, and beliefs. This also involves willingness and ability to learn about other

cultures. Tutors should strive to learn and recognize cultural backgrounds of their students.

### **Research Recommendation**

Experts believe that the best rationale for understanding students' backgrounds and developing skills to effectively communicate with all students is to strive to create a supportive learning environment. For this reason, the best response to the above question is:

**When tutors understand students' backgrounds, they create a supportive learning environment that allows respectful communication and openness to different views and opinions.**

### **Conclusion**

Tutors should strive to gain knowledge of their student's cultural background and practice strategies to understand how culture shapes student's views and perspectives. Students are more apt to learn when they feel their cultural background is understood and valued. Therefore, the best approach to question 10 is:

**"Anka, I appreciate you telling me the correct way to say your name. Please tell me a little about yourself and your culture."**

In summary, researchers define cultural competence as one of the essential skills in the fields of education, healthcare, and organizations. Building cultural competence requires effort and time because it involves learning to listen and to observe different cultures with an open mind. It also involves making an effort to gain knowledge and awareness of other cultures than your own. Practicing cultural competence is an ongoing process that helps tutors understand and engage students.

### **PREDICT RESPONSES**

Answers -

**"Marcelo, tell me about some differences between living in the U.S. and Mexico. What do you miss about Mexico?"**

**"Anka, I appreciate you telling me the correct way to say your name. Please tell me a little about yourself and your culture."**

**Tutor responses need to:** Tutors should show interest in learning about the student's cultural background and value it

**Correct** (1): Tutor shows interest in learning about the student's cultural background and ask questions about it to try to learn more.

**Incorrect** (0): Tutor only focuses on academics or ignores student's background

| Tutor response:   | Rationale                        |
|---|----------------------------------|
| Thank you for correcting me. Please correct me again in the future if it comes up.  | 0                                |
| Thank her for correcting your pronunciation and ask more about her culture  | 1                                |
| Marcelo, I've noticed you're quite reserved during our sessions, and I want to make sure our time together is as comfortable and beneficial for you as possible. I understand that moving to a new country and adjusting to a different school system can be challenging. If you're open to it, I'd love to hear more about your experiences in Mexico and what learning was like for you there. Knowing more about your background can help me tailor our sessions to better suit your needs and learning style. Also, if there's anything specific you're finding difficult right now, whether it's related to our sessions or adjusting in general, please feel free to share. I'm here to support you in any way I can. Remember, it's okay to take time to adjust, and it's okay to miss things sometimes. What matters most is that you're making an effort, and I'm proud of you for that. | 1                                |
| Did you know that the early Aztecs in Mexico discovered Pythagoras theorem beforehand to create sun temples?  | 1 (Shows interest in background) |
| Marcelo, I've noticed that you're quiet during our sessions and sometimes forget your notebook. I want to make sure I'm providing the best support for you. Can you tell me a bit about your experiences transitioning to the United States and how I can better assist you?  | 1                                |
| I would ask him questions about his culture.  | 1                                |

#### EXPLAIN RESPONSES:

Answers -

**When tutors understand students' backgrounds, they create a supportive learning environment that allows respectful communication and openness to different views and opinions.**

**When you make clear attempts to gain knowledge about a student's cultural differences, such as asking about their culture, you are supporting students in culturally competent ways.**

**Tutor responses need to:** tutors should explain the tutor’s rationale for their predict response

**Correct** (1): The tutor's response demonstrates that the tutor understands the importance of learning more about the student’s cultural background which is to create a supportive learning environment

**Incorrect** (0): The tutor doesn't demonstrate tutor’s understanding of the importance of learning about the student’s cultural background

Research suggests that educators can best improve student learning, when they understand student’s background. In addition, students are more apt to learn when they feel their cultural background is understood and valued. Therefore, the best approach to question 2 is:

**“Marcelo, tell me about some differences between living in the U.S. and Mexico. What do you miss about Mexico?”**

Research shows that in order to improve student learning, tutors need to understand students’ backgrounds and be comfortable working with students of all cultures and backgrounds. Cultural competence is defined as the ability to successfully understand and engage students who come from cultures other than our own. Building cultural competence is a process and does not mean learning a set of facts about specific populations. Developing cultural competence emphasizes a commitment to understanding the role of culture in shaping the way people view the world.

Explain:

| <b>Tutor response:</b>   | <b>Rationale</b> |
|--|------------------|
| This response is a effort to get to know the student better and learn more about her culture.  | 1                |
| It demonstrates respect for Anka's identity and a genuine willingness to learn about her cultural background.  | 1                |
| It allows for Anka to share about themselves in a more personal manner.  | 0                |
| This response acknowledges Anka's cultural identity and invites her to share more about herself, allowing the tutor to gain insight into her cultural background and experiences. It shows respect for Anka's individuality and creates a supportive environment for her to express herself. | 1                |
| This approach shows respect and genuine interest in Anka's background, which can help build a trusting relationship  | 1                |