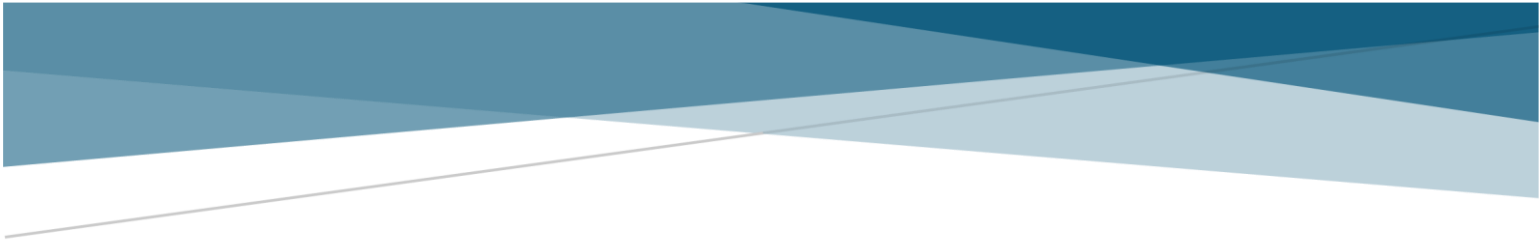




Embedding Equity Through Culturally Responsive Classroom Practices

*Professional Learning
Package*

Mark Tweyman | 2026



EMBEDDING EQUITY THROUGH CULTURALLY RESPONSIVE CLASSROOM PRACTICES

Sample Facilitator's Guide

Duration
75 Minutes

Purpose
To deepen understanding of culturally responsive practice and support educators in embedding equitable approaches into daily instruction.

Mark Tweyman

Session Purpose

This session introduces educators to key principles of culturally responsive practice and provides opportunities to analyze real classroom scenarios, explore practical strategies, and commit to an actionable equity move.

Learning Outcomes

By the end of this session, participants will:

- Identify key principles of culturally responsive practice
- Analyze classroom scenarios through an equity lens
- Apply strategies that promote inclusion, representation, and belonging
- Commit to one actionable change to implement within the next week

Session Overview

The session should run no longer than 75 minutes in length.

All core content should be covered, and most of the session should revolve around experiential learning and goal setting.

Time	Focus	Reminders
5 min	Welcome & Framing	Don't forget to introduce yourself.
10 min	5 Core Principles	These are the key cornerstones.
15 min	Scenario Analysis	Keep the slide up for reference.
20 min	A Few Practical Strategies	Have the group generate more ideas.
15 min	Equity Action Plan	Make sure everyone completes this task.
10 min	Reflection & Commitments	This should be a celebration of learning.

***** Timing Flexibility** - If time is tight, reduce the share-out portion of the Scenario Analysis or shorten the Reflection segment. ***

Materials Needed

- Slide deck (printed and digital)
- Scenario cards (1 per table group)
- Equity Action Planner (1 per participant)
- "Equity Moves" quick-reference handout (1 per participant)
- Chart paper & markers

Facilitator Notes

- Keep the tone invitational, not evaluative — equity work requires psychological safety.
- Use examples from a range of grade levels and subject areas.
- Reinforce that culturally responsive practice is not an “add-on”; it is a lens for decision-making.
- During scenario analysis, circulate and prompt deeper thinking using the Equity Lens Questions.

Before You Begin

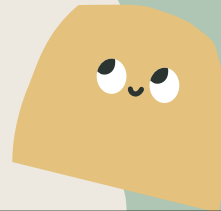
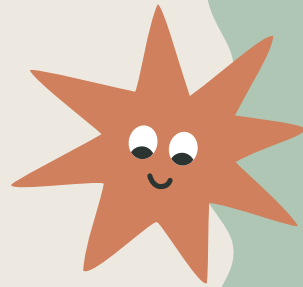
Before the session, ensure that scenario cards, handouts, and chart paper are prepared and accessible. Review the slide deck to familiarize yourself with the flow and timing.



Embedding Equity Through Culturally Responsive Classroom Practices

3:05pm – 4:20pm

Facilitated by: Mark Tweyman



Duration: 1 minute

Facilitator Notes:

- Welcome participants and briefly introduce yourself.
- Set a warm, invitational tone.
- Emphasize that today's session is about practical strategies, not evaluation.
- Let participants know the session will be interactive and reflective, with opportunities to connect ideas to their own practice.

Why This Matters

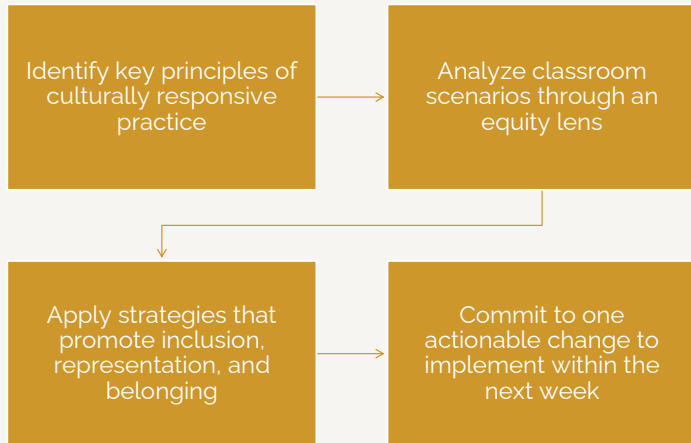
- Equity is ongoing work, not a one-time initiative
- Culturally responsive practice strengthens belonging and achievement
- Today's session focuses on practical, classroom-ready strategies

Duration: 2 minutes

Facilitator Notes:

- Frame equity as ongoing work that evolves with our learners and communities.
- Reinforce that culturally responsive practice is not an add-on — it's a lens for decision-making.
- Highlight that today's focus is on small, actionable moves that can make a meaningful difference in daily instruction.

Learning Outcomes

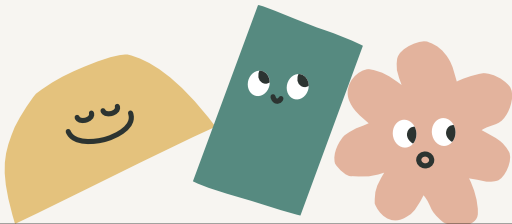


Duration: 1 minute

Facilitator Notes:

- Review the outcomes so participants know where the session is headed.
- Emphasize that the goal is not mastery, but awareness, reflection, and one concrete next step.
- Invite participants to keep these outcomes in mind as they move through the activities.

3:05 pm	Welcome & Framing
3:10 pm	5 Core Principles
3:20 pm	Scenario Analysis
3:35 pm	A Few Practical Strategies
3:55 pm	Equity Action Planner
4:10 pm	Reflection & Commitments
4:20 pm	Goodbye! 🙌



Session Overview

Duration: 1 minute

Facilitator Notes:

- Walk through the flow of the session.
- Reassure participants that the majority of the time will be spent in discussion and application, not lecture.
- Let them know there will be opportunities to reflect individually and share in small groups.
- Keep the tone light and supportive.

Core Principles of Culturally Responsive Practice

1. **Know your learners** — identities, strengths, lived experiences
2. **Affirm identity** — representation in materials, language, and interactions
3. **Build on prior knowledge** — connect learning to students' cultural and community contexts
4. **Create inclusive routines** — predictable structures that support belonging
5. **Use responsive pedagogy** — adapt instruction based on learner needs and feedback

Duration: 10 minutes

Facilitator Notes:

- Briefly introduce each principle with a short example.
- Keep this section tight — the goal is to set a foundation, not to teach a full framework.
- Encourage participants to notice which principles feel familiar and which feel new.
- Avoid over-explaining; trust the group's expertise.



Scenario Analysis

Discussion Protocol

1. Read the scenario
2. Discuss using the Equity Lens Questions
3. Record one insight and one possible action
4. Whole-Group Share

Equity Lens Questions

- Whose voices, identities, or experiences are centered?
- Whose voices or experiences are missing?
- What assumptions might be influencing the interaction?
- What opportunities exist to respond more equitably?
- What instructional or relational move could shift the outcome?

Duration: 15 minutes

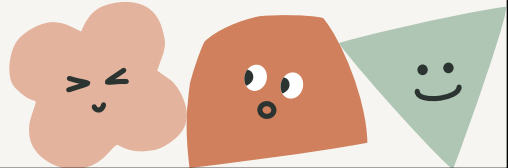
Facilitator Notes:

- Before handing out the scenario cards, explain the protocol clearly and provide a quick example.
- Emphasize that the scenarios are low-pressure and designed to spark thinking, not to judge practice.
- Encourage groups to use the Equity Lens Questions to guide discussion.
- Circulate to prompt deeper reflection and ensure all voices are heard.
- Keep the slide visible throughout the activity.

A Few Practical Strategies – “Equity Moves”



- Intentionally using identity-affirming language
- Implementing choice-based participation structures
- Conducting a representation audit of materials
- Actively engaging marginalized learners
- Enabling flexible demonstrations of learning



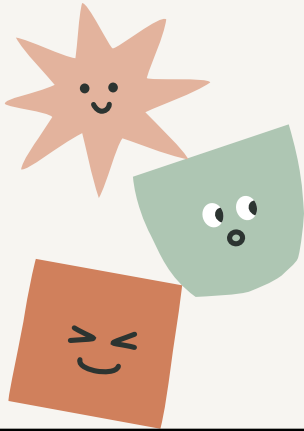
Duration: 20 minutes

Facilitator Notes:

- Introduce each move with an example of what it looks like in practice.
- Reinforce that these are small, doable strategies that can be implemented immediately.
- Invite participants to add their own examples or adaptations, and share a few practical experiences – highlight that they may already be doing the work.
- Keep the tone encouraging and grounded in real classroom moments.



Equity Action Planner



- What is one equity challenge or pattern you've noticed?
- Which Equity Move will you apply?
- What will this look like in practice?
- What support or resources do you need?
- When will you implement it?

Use the next 10 minutes to complete the planning guide

Duration: 15 minutes

Facilitator Notes:

- Explain that this is the heart of the session — turning ideas into action.
- Encourage participants to choose one challenge or pattern that feels meaningful but manageable.
- Remind them that the goal is progress, not perfection.
- Give participants quiet time to write, then invite optional partner sharing.

Reflection & Commitments

What is one belief you are re-examining?

What is one practice you will adjust?

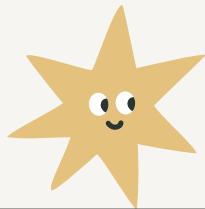
What is one commitment you will make for the next week?

Duration: 8 minutes

Facilitator Notes:

- Guide participants through the reflection prompts.
- Emphasize that this is a moment to celebrate learning and acknowledge growth.
- Invite volunteers to share one insight or commitment if they feel comfortable.
- Reinforce that small, intentional shifts can have a big impact.

Thank You!



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Duration: 2 minute

Facilitator Notes:

- Close by thanking participants for their engagement and openness.
- Reiterate that equity work is ongoing and relational.
- Encourage them to revisit their action plan within the next week.
- Offer to connect or support further if appropriate.

Scenario Cards

Embedding Equity Through Culturally Responsive Classroom Practices

<p style="text-align: center;">Scenario #1</p> <p>During a class discussion, the same three students answer almost every question. Several quieter students rarely contribute, even when working in small groups.</p> <p>Prompt: What equity opportunities do you notice?</p>	<p style="text-align: center;">Scenario #2</p> <p>A teacher is preparing a unit on community helpers. All the images in the slideshow feature people from the same cultural background.</p> <p>Prompt: What identities are centered? What identities are missing?</p>
<p style="text-align: center;">Scenario #3</p> <p>A student gently corrects the teacher's pronunciation of their name. The teacher laughs and says, "I'll never get it right!" and moves on.</p> <p>Prompt: What assumptions might be influencing this interaction?</p>	<p style="text-align: center;">Scenario #4</p> <p>Students are asked to write about a "traditional family holiday meal." Several students look confused or disengaged.</p> <p>Prompt: How might cultural assumptions be shaping the task?</p>
<p style="text-align: center;">Scenario #5</p> <p>During group work, one student consistently takes the leadership role and assigns tasks. Another student's ideas are repeatedly overlooked.</p> <p>Prompt: What relational or instructional moves could shift the outcome?</p>	<p style="text-align: center;">Scenario #6</p> <p>A teacher's bulletin board highlights "Student of the Month" winners. Over the past four months, all winners have been students who are confident, outspoken, and high-achieving.</p> <p>Prompt: What opportunities exist to affirm a broader range of strengths?</p>
<p style="text-align: center;">Scenario #7</p> <p>A student who participates actively in class struggles with written assessments. The teacher insists that "everyone must show their learning the same way."</p> <p>Prompt: What equity move could support more flexible demonstrations of learning?</p>	<p style="text-align: center;">Scenario #8</p> <p>A teacher uses a sports analogy to explain a concept. Several students don't understand the reference and disengage.</p> <p>Prompt: How could the teacher build on diverse prior knowledge?</p>



Name: _____

Equity Action Planner

What is one equity challenge or pattern you've noticed?

Which Equity Move will you apply?

What will this look like in practice?

What supports or resources do you need?

When will you implement it? _____

Choose a realistic timeline — small steps count.