Language minority students (those with limited English proficiency) comprise the fastest-growing student group in the United States. The English Language Learner Culture and Equity Training Program, designed to close achievement gaps for linguistically and culturally diverse ELL students, provides general educators and ELL specialists with research-based, student-centered strategies and resources.

- **ELL Culture & Equity** (1.5–3 hours) — Recognizing that culture and equity must become critical components in all areas of the curriculum, this workshop Explore the impact of shifting demographics, examines common cultural assumptions and their relationship to educational equity, and promotes culturally relevant instruction. Workshop activities align with the new Common Core State Standards.

- **Optimal Learning Environment Conditions** (1.5–3 hours) — Recognizing that caring school communities are critical for students acquiring a second language, this workshop teaches participants to create the optimal school and classroom environments to help ELLs meet the complex cognitive demands of academic English instruction.

- **Second Language Acquisition and Development** (1.5–3 hours) — In this introductory workshop, participants receive an overview of the principles of second language acquisition and teaching, including concepts from the fields of linguistics, psycholinguistics, sociology, and education. Participants also learn practical ways to access the linguistic resources of students and provide linguistic support to students at different grades and levels of English proficiency.

- **Theory to Practice: Common Core in the Classroom** (1.5–3 hours) — Workshop participants learn 1) about the fundamental challenges faced by ELL students who are attempting to master academic content and increase their English proficiency and 2) how to engage these students in academic learning and English language development through ELL instructional strategies aligned and differentiated to lesson objectives and goals.

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NEA’s Human and Civil Rights Department offers two foundational workshops—the Social Justice Training Program and the Cultural Competence Training Program—each of which can be held as a stand-alone session or an adjunct session to ELL Culture and Equity Training.

Social Justice Training Program

Rooted in the vision, mission, and values of NEA, the Social Justice Training Program helps members draw the connection between achieving social justice in schools and realizing academic success for all students. The program lays the foundation for NEA’s social justice work by teaching educators to create more just and effective learning environments.

Offered as a one-hour overview or a two-hour or four-hour session, the Social Justice Training Program has three learning objectives:

■ Deepen educators’ understanding of social justice principles and why these principles are relevant to their work.
■ Explore the impact of social justice issues on students and educators.
■ Empower educators to apply the principles of social justice when confronted with social oppression in the workplace or Association.

Cultural Competence Training Program

Recognizing that culturally competent instruction helps educators close achievement gaps, NEA offers a program that expands the capacity of educators to serve students from diverse cultural and ethnic backgrounds.

Offered as a three-hour or four-hour session, the Cultural Competence Training Program has four learning objectives:

■ Deepen participants’ own cultural self-awareness.
■ Increase their understanding of the link between cultural self-awareness and cultural competence.
■ Identify culturally responsive teaching practices.
■ Share strategies for promoting culturally responsive instruction.

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