Chapter 2
Cultural Competence at Schools:
The Effectiveness of Educational Leaders' Intervention Strategies

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ABSTRACT

Recent research highlights the extraordinary significance of educational leadership for the motivation of teachers about the development of inclusive rationale in the school context. At the same time, due to the increased incidents of violence at schools, the need for inclusion of vulnerable groups seems to be constantly rising, as well as the need to develop cultural competence in both teachers and the student population. The purpose of this study was to measure the cultural competence of educational leaders as well as the effectiveness of their intervention strategies to enhance the cultural competence of teachers. For the study, a mixed method was used using a tool to measure the cultural competence of teachers and at the same time conducting semi-structured interviews with both teachers and leaders. The results of the research showed that there is a gap between the participants' self-assessment of their cultural competence and the effectiveness of the leaders' intervention strategies.

INTRODUCTION

In today's diverse world, schools play a critical role in promoting cultural competence and inclusion. It's no secret that students come from different cultural backgrounds, speak different languages, and have unique beliefs and values. Therefore, it's more important than ever for schools to embrace and celebrate these differences, rather than ignore or suppress them (Rissanen et al., 2023). Cultural competence at schools means creating an environment where all students feel valued, respected, and safe. It involves understanding and appreciating the diversity of students, families, and communities, and recognizing the impact of culture on learning and development (Yongo, 2023). With cultural competence, schools can build stronger relationships with families, improve academic outcomes for students, and prepare students for success in a diverse society. In this article, we'll explore why cultural competence is crucial for schools and how educators can develop and apply it in their classrooms (Karastas et al., 2023).

Cultural competence is critical in schools because it promotes social justice and equity by ensuring that all students receive equal opportunities to learn and succeed, regardless of their cultural or linguistic background. It helps students develop a positive self-identity by recognizing and valuing their cultural heritage and prepares them for success in a diverse society by equipping them with the knowledge and skills to communicate and collaborate effectively with people from different backgrounds (Hagenaars et al., 2023). Cultural competence helps schools build stronger relationships with families and communities by demonstrating respect for their cultural values and traditions (Argyriadis et al., 2023). However, achieving cultural competence in schools. It requires a deep understanding of the cultural and linguistic diversity of students, families, and communities, as well as a commitment to creating a safe and inclusive learning environment.

Research highlights the importance of cultural competence especially when it's being built from an early age. It improves academic outcomes by reducing the achievement gap between students from different cultural and linguistic backgrounds (Kurbanova et al., 2022). Research has shown that students who feel valued and respected in the classroom are more likely to be engaged in learning and achieve higher grades (Clauss-Ehlers & Garagiola, 2023). Second, it promotes positive school climate by creating a sense of belonging and community among students, families, and staff. Third, it prepares students for success in a global economy by equipping them with the knowledge and skills to work effectively with people from diverse backgrounds. Finally, it promotes social justice and equity by ensuring that all students have equal access to quality education (Byrd & Legette, 2022). It allows educators to better understand and connect with students from diverse backgrounds, leading to improved academic performance and a more inclusive

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