

Welcome!

As you enter the space, please do the following:

01

Rename yourself to reflect the school or district you are representing (name, district)

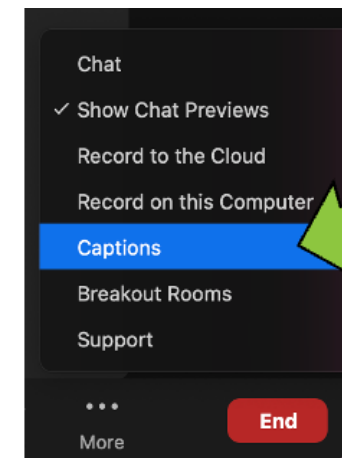


02

Mute your microphone

03

If you would like closed captions, click on the three dots in the bottom right corner and select "captions".





SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

> Leading for Change

Presenter:



Agenda

- 1. Introductions & Activator**
- 2. Leading for Equity**
- 3. Leadership Skills for Change**
- 4. Breakout**
- 5. Closing**

Group Agreements

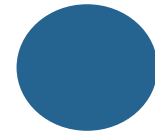
- ✓ Engage actively in a way that works for you
- ✓ Share your own experiences and expertise with us
- ✓ Connection
- ✓ Listen with curiosity

Today's Presenters



Sara Niño

SEB Academy Coach



Tori Todd

SEB Academy Coach

Connector

Reflect:

- What is your best leadership quality?
- How does this quality lead to positive impact?

Leading for Equity

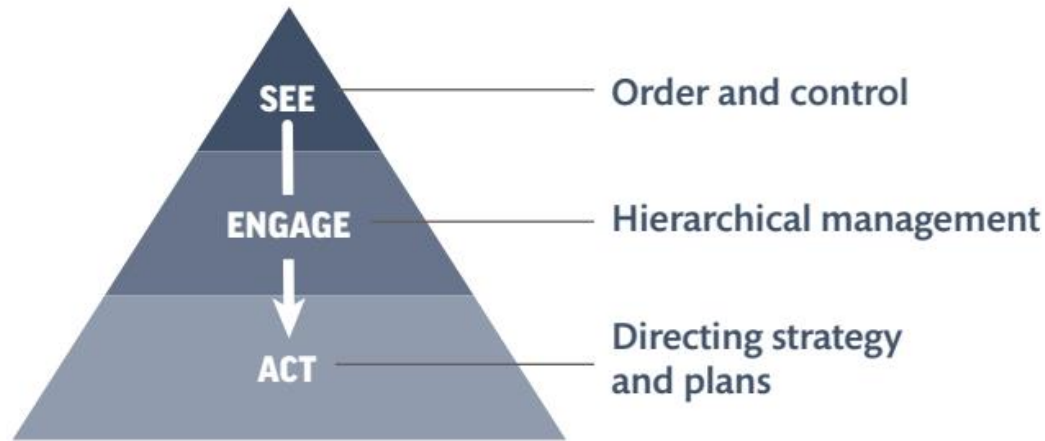




National Equity Project: Expanding Our Mental Model of Leadership

Traditional leadership

Controlled approach—top-down



Pyramid Leadership: This approach is appropriate when the problems are “simple” (obvious) or “complicated” (manageable and the solutions can be known). It is the dominant culture default leadership approach. **This approach emphasizes *performance*.**



National Equity Project: Expanding Our Mental Model of Leadership

Explore pages 1-3 (7 minutes)

Prepare to discuss in breakouts



National Equity Project's *Leading for Equity Framework* provides a frame of reference that enables leaders to navigate the complex territory of equity challenges and to develop the capacity to engage in purposeful leadership action. In its simplest form, the Framework helps build habits of mind that are continually in practice. In its more elaborated form, it provides a set of tools, frames and processes that leaders can use in their work.

- 1 | **Leading for Equity—Core FRAMEWORK**
- 2 | **Expanding Our Mental Model of Leadership**
- 3 | **Equity Leadership STANCES**
- 4 | **Equity Leadership KEY FRAMEWORKS**
- 5 | **Equity Leadership and SYSTEMS CHANGE**

Breakout

Discuss:

- Which leadership model aligns most with how your context operates?
- What “stance” resonates?
- What feels challenging for your context?

Leadership Skills for Change





Leadership Skills for Change

Self-Reflective Work



Shifting Mindsets



Clear Goals and Communication



Continuous Improvement



Collaboration





Self-Reflective Work

- Reflect: What experiences do you bring with you to this work, which may influence your actions and thoughts as a leader?
- Strengthen and practice your own SEL competencies
- Strengthen and practice your own equity skills
- Schedule consistent, frequent check-ins with yourself about your leadership
- Use self-reflective protocols such as Glows and Grows, Thorns and Roses, or 3-2-1 reflections to structure your check-ins
- Challenge your own assumptions





Shifting Mindsets

- Recognize the parallels between staff and student needs
 - Both students and staff need an environment of trust, clear goals and expectations, and personalized support
- Create an environment of lifelong learning
- Consider tiered supports for staff
 - Tier 1 – webinars, trainings, general resources
 - Tier 2 – PLCs, mentorship, committees
 - Tier 3 – coaching modeling, co-teaching





Clear Goals and Communication

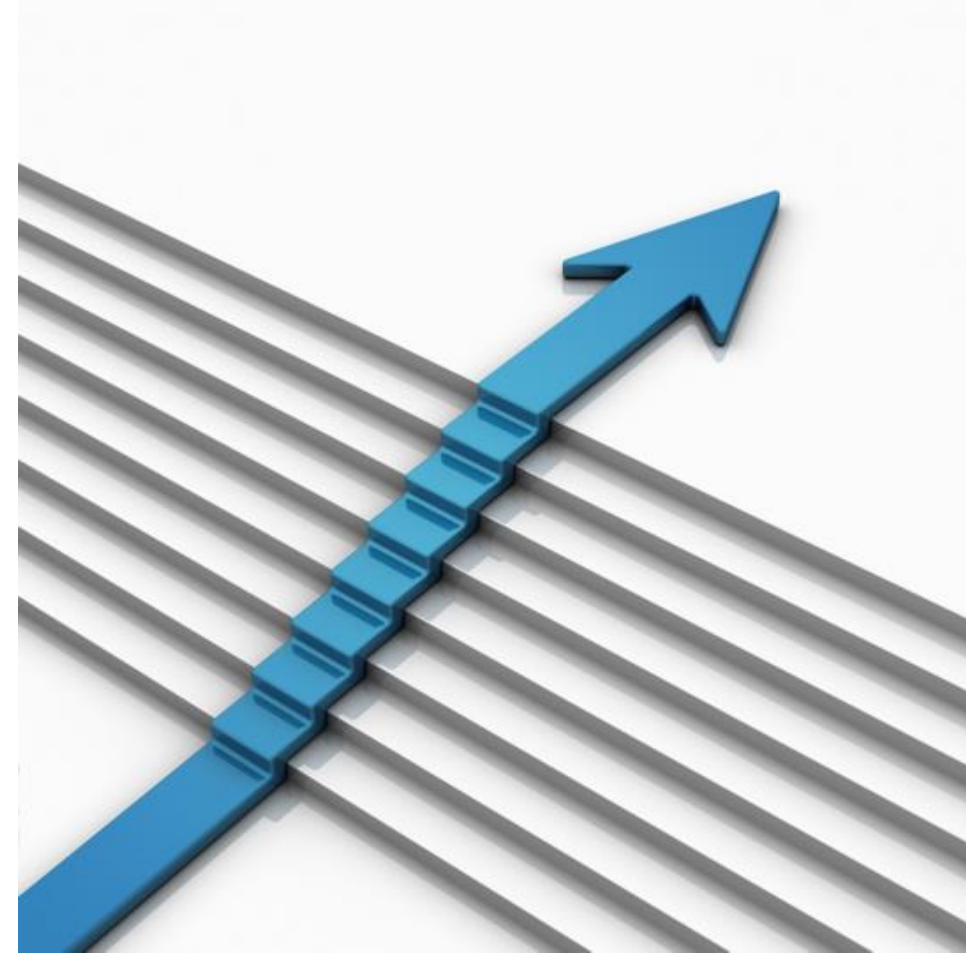
- Clear long-term vision
- Clear short-term goals
- Strong consistent messaging
- Listen – especially to those who least frequently have opportunities to share their thoughts





Continuous Improvement

- Identify patterns
- Schedule frequent and regular check-ins on the systems at play (data systems, professional learning systems, etc.)
- Ask for – and listen to – feedback
- Establish systems and processes





Collaboration

- Distributed leadership – welcome others into your leadership team
- Relationship-building
- Seek diverse perspectives



Breakout

Discuss:

- Which of these leadership skills resonate?
- Which of these feel like a current growth area?
- What do you want to learn more about?

Closing and Next Steps





REFLECTION & CLOSING

I commit to....



RESOURCES

- National Equity Project (2019). Leading for Equity Framework. Retrieved from: <https://www.carnegiefoundation.org/wp-content/uploads/2020/09/Leading-for-Equity-Framework.pdf>
- Edutopia (2023), Using the Power of Compassion, Curiosity, and Creativity to Lead During Times of Change. Retrieved from <https://www.edutopia.org/article/leading-school-during-intense-change/>
- New Leaders (2023). Five Insights for leading and managing change in your school. Retrieved from <https://www.newleaders.org/blog/five-insights-for-leading-and-managing-change-in-your-school>
- ASCD (2022). Leading Through Change. Retrieved from <https://www.ascd.org/el/articles/leading-through-change>



SOCIAL, EMOTIONAL,
& BEHAVIOR ACADEMY

Complete the feedback survey:

go.edc.org/leadforchange



➤ Thank You

