

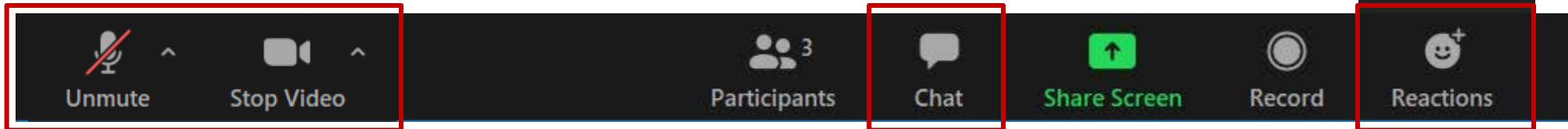
Welcome to Advancing Resource Equity: School Leadership Quality & Diversity

ALLIANCE FOR
**RESOURCE
EQUITY**



Note: We will start recording this session shortly

Zoom Name: Change your Zoom name to *FirstName LastName (pronouns, District, State)*. To do this, click on the three dots next to your video and click "Rename".



Audio / Video: Please mute yourself when you're not talking. We encourage you to turn on your video if you're able to!

Chat: This will be an interactive event. We look forward to seeing your responses, reflections, and questions for the group!
Please introduce yourself in the chat with your name, role, and district.

Reactions: Applause or thumbs up what others are saying!

If you're having trouble with computer audio, we suggest staying on video and dialing in by phone for audio:

Dial-in: +1-646-558-8656 | Meeting ID: 921 5790 8984 | Passcode: 726845



ALLIANCE FOR RESOURCE EQUITY



Advancing Resource Equity:
School Leadership Quality & Diversity



The panel discussion will be recorded and made available to participants afterwards.



Agenda (1:00– 2:15 pm ET)

(10 min) Introduction

(60 min) Panel Discussion and Q&A

(5 min) Conclusion

Today's session is organized by the Alliance for Resource Equity



The Education Trust



**ALLIANCE FOR
RESOURCE
EQUITY**



Education Resource Strategies is a national nonprofit that partners with district, school, and state leaders to transform how they use resources (people, time, and money) so that every school prepares every child for tomorrow—no matter their race or income.

The Education Trust is a national nonprofit that works to close opportunity gaps that disproportionately affect students of color and students from low-income backgrounds.

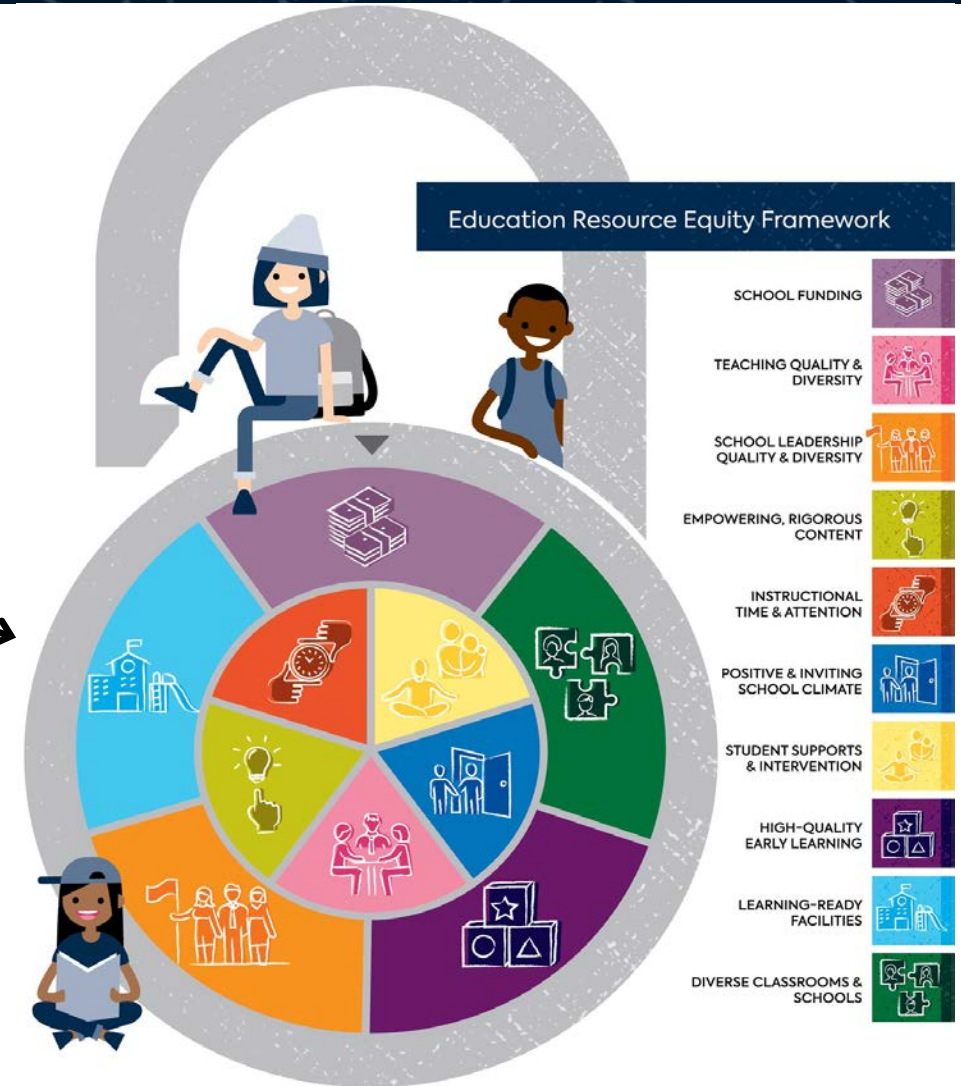
The Alliance for Resource Equity works to bring stakeholders together to improve education resource equity in order to unlock better, more equitable experiences for all students.

www.educationresorceequity.org

What is Education Resource Equity?

Education resource equity

refers to the allocation and use of resources (across all 10 dimensions) to unlock better, more equitable experiences in school for all students.



Learn more about the 10 dimensions of resource equity that have the greatest impact on the student experience at our website



www.educationresourceequity.org

Today's discussion focuses on School Leadership Quality & Diversity

The image displays a grid of 10 educational topics, each represented by a circular icon and a corresponding text label below it. The 'SCHOOL LEADERSHIP QUALITY & DIVERSITY' icon is highlighted with a yellow border and the word 'TODAY' overlaid on it.

 <p>December 2020 Session</p>	 <p>April 9th, 2021 Session</p>	 <p>TODAY</p>		
SCHOOL FUNDING	TEACHING QUALITY & DIVERSITY	SCHOOL LEADERSHIP QUALITY & DIVERSITY	EMPOWERING, RIGOROUS CONTENT	INSTRUCTIONAL TIME & ATTENTION
				
POSITIVE & INVITING SCHOOL CLIMATE	STUDENT SUPPORTS & INTERVENTION	HIGH-QUALITY EARLY LEARNING	LEARNING-READY FACILITIES	DIVERSE CLASSROOMS & SCHOOLS

www.educationresourceequity.org

Districts are faced with an unprecedented challenge right now ... but also an unprecedented opportunity



Situation

COVID-19 is resulting in months of **learning disruption, especially for students from low-income backgrounds and students of color**. Researchers estimate that by Fall 2021, learning disruption in math may total seven to eight months for white students and up to 11-12 months for students of color.



Challenge

Pre-pandemic, research consistently found that **students from low-income backgrounds and students of color were already less likely to have access to effective and experienced school leaders**.



Opportunity

Federal stimulus funding (like ESSER) gives districts an opportunity to rapidly respond to meet students' needs *and* **invest in ensuring equitable access to strong and diverse school leaders**.

We know that having a highly-effective school leader can *significantly* boost student learning and achievement:



Replacing a below-average principal with an above-average principal can **add the equivalent of 2.7 - 2.9 more months of learning** during a single school year.



The presence of a **Black principal can boost Black students' math achievement**, even if Black teachers aren't present.

These school leaders have this impact by...

- Being excellent **instructional leaders** through teacher evaluation and coaching
- Building **positive school climates** that prioritize trust, efficacy, teamwork, and engagement
- Fostering **collaboration & professional learning communities** by developing systems of support for teachers
- Strategically **managing personnel and school resources**

Today's panel will be facilitated by The Leadership Academy



Empowering leaders. Transforming schools for every student.

The Leadership Academy builds build the capacity of educational leaders at every level of the system to disrupt systemic inequities and create the conditions necessary for all students to thrive. Since 2003, they have worked with educators in more than 200 school systems across 37 states.



www.leadershipacademy.org

Agenda (1:00– 2:15 pm ET)

(10 min) Introduction

(60 min) Panel Discussion and Q&A

(5 min) Conclusion

Panel Discussion



Gilmara Mitchell
*Equity Coordinator,
Des Moines Public Schools*



Peter LeBlanc
*Principal on Special Assignment,
Office of Talent Support,
Des Moines Public Schools*



Dr. Mary Rice-Boothe
*Chief Access & Equity Officer,
The Leadership Academy*

Panelists

Facilitator

ABOUT US

VISION

We envision a nation where every school and school system is intentionally built to ensure children of every race, ethnicity, language, and other identity characteristics have what they need to achieve academic, social and emotional success.

MISSION

We build the capacity of educational leaders at every level of the system to disrupt systemic inequities and create the conditions necessary for all students to thrive.

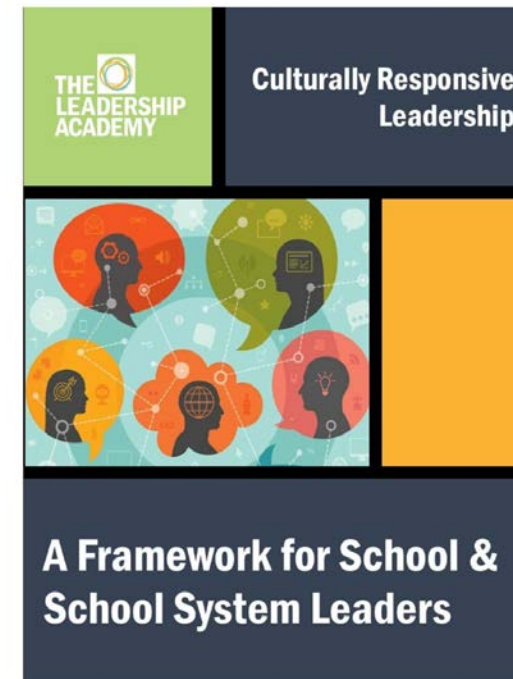
CULTURALLY RESPONSIVE LEADERS

A culturally responsive leader **recognizes the impact of institutionalized racism on their own lives and the lives of the students and families they work with** and embraces their role in mitigating, disrupting, and dismantling systemic oppression.



WHAT ARE THE 8 ACTIONS OF CULTURALLY RESPONSIVE LEADERSHIP?

- Lead for equity & access
- Align mission, vision, and core values
- Focus on instruction
- Facilitate adult learning and development
- Manage operations & resources
- Engage in personal learning & development
- Strategize change & continuous improvement
- Cultivate community care & engagement



Panel Discussion



Gilmara Mitchell
*Equity Coordinator,
Des Moines Public Schools*



Peter LeBlanc
*Principal on Special Assignment,
Office of Talent Support,
Des Moines Public Schools*



Dr. Mary Rice-Boothe
*Chief Access & Equity Officer,
The Leadership Academy*

Panelists

Facilitator

Agenda (1:00– 2:15 pm ET)

(10 min) Introduction

(60 min) Panel Discussion and Q&A

(5 min) Conclusion

Free District Guidebook: Explore potential actions you can take to improve equitable access to strong and diverse school leaders

Hiring

- Develop or refine **district-specific pipelines** to increase school leader quality and diversity, or form partnerships with outside providers to improve the pipeline of new leaders.
- Clearly define the skills and competencies for success in each type of school leadership role to create a consistent high bar for candidates in all stages of the recruitment and hiring process.

Career Path

- Ensure that methods and processes for determining leadership opportunities are fair and equitable for all candidates by measuring the rate at which candidates of color are chosen or encouraged to seek out leadership opportunities.
- Implement **mentoring programs** and other forms of support to help school leaders navigate their roles and develop in their careers.

Professional Learning & Collaboration

- Provide instructional coaches and teacher-leaders with **professional development that supports teacher teams** in implementing rigorous, empowering curriculum and instructional strategies.
- Provide targeted professional learning that includes mentoring and coaching for school leaders before, during, and after they make transitions into new positions and roles.



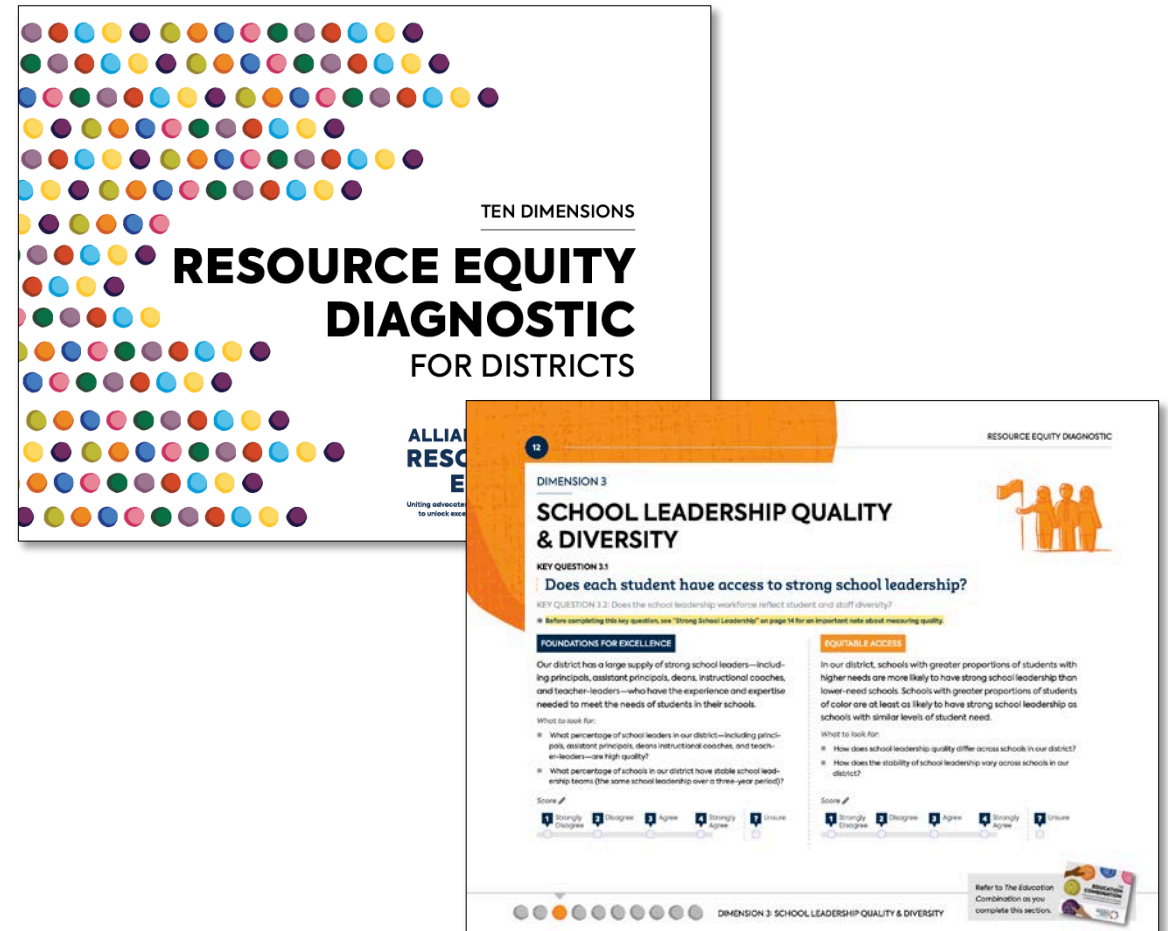
www.educationresourceequity.org

Free Diagnostic: To help you assess the current state of resource equity in your district across all 10 dimensions

For School Leadership Quality & Diversity:

1. Does each student have access to **strong school leadership**?
2. Does the school leadership workforce reflect student and staff **diversity**?

www.educationresourceequity.org



Thank you for joining today!



Please complete the feedback survey that should be in your inbox: <http://bit.ly/ARE-leadership-2021-feedback>



Contact Betty Chang at bchang@erstrategies.org and Dr. Mary Rice-Boothe at mriceboothe@leadershipacademy.org with any questions or comments



Check out the Alliance for Resource Equity's resources at www.educationresorceequity.org, and The Leadership Academy's resources at www.leadershipacademy.org