Ohio Leadership Advisory Council

OLAC Evaluation Crosswalk - Principal

The principal will focus on the standard listed below, complete the associated modules, and review the other suggested resources.

Principal Signature:

Evaluator Signature:

Conference Dates:

Date of Completion:

Standard Six (Culture): Equity and Cultural Responsiveness

The effective educational leader models, supports and cultivates a school climate characterized by equity and inclusiveness.

ODEW Essential Question for the Standard: Have I done enough to remove obstacles and disparities in access to a valuable education for all students?

OLAC Focusing Questions for Principals' Self-Reflection: By Standard-

1. What steps can I and my leadership teams take to make school structures, climate features, and practices more equitable?
    - OLAC Module: Family and Community Engagement
    - OLAC Module: Educational Equity: Understanding Why It's So Important
    - OLAC Module: Learning Supports
    - OLAC Module: Trauma Informed Practice
    - OLAC Module: Positive Behavioral Interventions and Supports
    - Ohio Department of Education and Workforce: Local Equity Plan (LEAP)
    - Ohio Department of Education and Workforce: One Needs Assessment
    - Ohio Inclusive Instructional Leadership Programs
    - Ohio Department of Education and Workforce: Teaching and Learning Needs Survey: TELL Ohio
    - TIES Center, University of Minnesota: Inclusive Education
    - CEEDAR Center: Inclusive Principal Leadership
    - Mid-Atlantic Equity Consortium (MAEC): Tools and Resources
    - National Equity Project

OLAC Focusing Questions for Principals' Self-Reflection: By Indicator-

6.4: The effective educational leader confronts and addresses individual and collective behaviors that disregard and/or defy equity and cultural responsiveness.

1. Would I benefit from learning strategies for identifying and addressing biases that may affect how students are perceived and treated? Resources include:
    - OLAC Module: Educational Equity: Understanding Why It's So Important
    - Harvard EdCast: Unconscious Bias in Schools (2019)
    - National Center for Cultural Competence: Cultural Competency Resources
    - Racial Equity Tools: Implicit Bias
    - SPLC Teaching Tolerance: Responding to Hate and Bias at School
    - SPLC Teaching Tolerance: Test Yourself for Hidden Bias
2. Would I benefit from learning more about cultural responsiveness in leadership practice? Resources include:
    - All Means All: Inclusive School Culture
    - Ohio Department of Education and Workforce: Integrated Student Supports
    - The Education Trust
    - Ohio Inclusive Instructional Leadership
    - International Journal of Education Policy & Leadership: Principal Influence: A Catalyst for Positive School Climate

- SchoolSafety.gov: School Climate Resources
- National Association of Secondary School Principals (NASSP): Culturally Responsive Schools

3. Would I like to learn more about individual and collective behaviors that promote equitable school practice?

    - OLAC Video: Cathy Lassiter on Aligning Curriculum, Instruction and Assessment
    - OLAC Video: A Place They Go to Feel Safe, Dr. Melinda Wolford
    - OLAC Video: Elise Frattura Teams as the Framework for Improving Educational Equity
    - OLAC Video: Using the TBT to Meet Student Needs
    - OLAC Module: Educational Equity: Understanding Why It's So Important
    - Edutopia: The Necessity of Having High Expectations (2019)
    - Edutopia: Culturally Responsive Teaching
    - NextGen Learning: School Culture: Restorative Practices
    - NextGen Learning: Designing for Equity: Discussion Protocols
    - Digital Promise: Six Strategies for Equitable Education Systems