

### 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:

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### 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?
  - o OLAC Module: [Family and Community Engagement](#)
  - o OLAC Module: [Educational Equity: Understanding Why It's So Important](#)
  - o OLAC Module: [Learning Supports](#)
  - o OLAC Module: [Trauma Informed Practice](#)
  - o OLAC Module: [Positive Behavioral Interventions and Supports](#)
  - o Ohio Department of Education and Workforce: [Local Equity Plan \(LEAP\)](#)
  - o Ohio Department of Education and Workforce: [One Needs Assessment](#)
  - o Ohio Department of Education and Workforce: [Equity in Special Education: Disproportionality](#)
  - o [Ohio Inclusive Instructional Leadership Programs](#)
  - o Ohio Department of Education and Workforce: [Teaching and Learning Needs Survey: TELL Ohio](#)
  - o NASSP Leading Success Module 4: [Building an Inclusive School Culture](#)
  - o CCSSO Inclusive Leadership Webisode Series: [Episode 9: Forward Together: Policies and Practices to Support Students Who Learn Differently](#)
  - o Mid-Atlantic Equity Consortium (MAEC): [Tools and Resources](#)
  - o [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:
  - o OLAC Module: [Educational Equity: Understanding Why It's So Important](#)
  - o Harvard EdCast: [Unconscious Bias in Schools](#) (2019)
  - o Ohio Department of Education and Workforce: [Cultural Competency Resources](#)
  - o Racial Equity Tools: [Implicit Bias](#)
  - o SPLC Teaching Tolerance: [Critical Practices for Anti-Bias Education Module Series](#)
  - o SPLC Teaching Tolerance: [Test Yourself for Hidden Bias](#)
2. Would I benefit from learning more about cultural responsiveness in leadership practice? Resources include:
  - o OLAC Video: [Changing District Culture to Improve Learning for All Students](#)
  - o OLAC Learning Program: [Culturally Responsive Practice](#)
  - o Ohio Department of Education and Workforce: [Integrated Student Supports](#)

- [The Education Trust](#)
- [Ohio Inclusive Instructional Leadership](#)
- National Center for Safe Supportive Learning Environments: [School Climate Improvement](#)
- National Center for Safe Supportive Learning Environments: [School Climate Improvement Resource Package](#)
- National Center for Safe Supportive Learning Environments: [Cultural and Linguistic Competence](#)

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

- OLAC Video: [Increasing Expectations for Students with Disabilities](#)
- OLAC Video: [The Importance of Aligning Curriculum, Instruction and Assessment](#)
- OLAC Video: [Dr. Melinda Wolford: A Place They Go to Feel Safe](#)
- OLAC Video: [Increasing Ownership of Learning Through Formative and Summative Assessments](#)
- OLAC Video: [Teams as the Framework for Improving Educational Equity](#)
- OLAC Video: [The TBT: Meeting the Needs of Each Learner](#)
- 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](#)