### **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?
  - o OLAC Module: Family and Community Engagement
  - OLAC Module: Educational Equity: Understanding Why It's So Important
  - 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
  - Ohio Inclusive Instructional Leadership Programs
  - o Ohio Department of Education and Workforce: Teaching and Learning Needs Survey: TELL Ohio
  - $\circ\,$  TIES Center, University of Minnesota:  $\underline{\text{Inclusive Education}}$
  - CEEDAR Center and CCSSO: The Role of Inclusive Principal Leadership in Ensuring an Equitable Education for Students with Disabilities
  - 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:
    - o OLAC Module: Educational Equity: Understanding Why It's So Important
    - o Harvard EdCast: Unconscious Bias in Schools (2019)
    - o National Center for Cultural Competence: Cultural Competency Resources
    - o Racial Equity Tools: Implicit Bias
    - o 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:
    - OLAC Video: Changing District Culture to Improve Learning for All Students
    - Ohio Department of Education and Workforce: Integrated Student Supports
    - The Education Trust

- o 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
  - o OLAC Video: The Importance of Aligning Curriculum, Instruction and Assessment
  - o OLAC Video: Dr. Melinda Wolford: A Place They Go to Feel Safe
  - o OLAC Video: Increasing Ownership of Learning Through Formative and Summative Assessments
  - OLAC Video: Teams as the Framework for Improving Educational Equity
  - o OLAC Video: The TBT: Meeting the Needs of Each Learner
  - o OLAC Module: Educational Equity: Understanding Why It's So Important
  - Edutopia: The Necessity of Having High Expectations (2019)
  - o Edutopia: Culturally Responsive Teaching
  - NextGen Learning: School Culture: Restorative Practices
  - NextGen Learning: Designing for Equity: Discussion Protocols
  - o Digital Promise: Six Strategies for Equitable Education Systems