



Leading for Equity Practices and Dispositions

As educational leaders of schools, districts, classrooms, and organizations, we have a tremendous realm of influence and responsibility to both **dismantle racial oppression and all forms of systemic oppression** present throughout our education systems and to **reorganize our systems to be inclusive places of learning** for each and every youth ([CLEE Equity Statement](#)).

Right now is a critical moment to lead your schools, classrooms, districts, and organizations to transform mindsets and reorganize systems toward justice.

So, where do we start? What do we do now? **We start with ourselves and how we show up to the work** and how we lead others. It is essential to take a moment and think about the practices and dispositions that can help us launch and sustain our work in leading for equity. The primary theoretical framework that CLEE work is built upon is the Core Leadership Practices that suppose that excellence in leadership is vital for school success in addressing systemic issues of equity in our schools.

The six core leadership practices below are research-based and linked to increased equity in academic outcomes for all students are: setting direction, building capacity to teach, building capacity to collaborate, building capacity to lead, monitoring progress, and reorganizing systems. These practices are effective ACTIONS that one can take when leading for equity. Nevertheless, these actions are leveraged by certain qualities or dispositions that give momentum for each core leadership practice.

Dispositions are a form of emotional intelligence, which is a set of learned or acquired skills that take on-going practice. Without these dispositions, one may have difficulties connecting to the community and creating receptivity of the leadership. You may ask yourself, why is it important to highlight these dispositions? And how do these dispositions connect to our work? Research has shown that:

1. Dispositions are the strongest predictor of successful job performance.
2. Certain dispositions can help bring needed equity and complexity dimensions to continuous improvement work - especially now.

Having or learning these dispositions help guide the leaders' actions, create the platform for effective communication, interpersonal relationships, and inspire others to take responsibility and act as a community to transform conditions.

How to use them as a tool for self discovery. Use them as a tool for reflection, self discovery. Ask a trusted colleague to engage in a conversation with you about your strengths and your growth areas.

*****Which disposition do you find yourself most needing to cultivate and practice during these times?**

Core Leadership Practices

1. Setting Direction  Creating a shared understanding or a common vision.	2. Monitoring Progress  Guiding the team in using data to measure effectiveness and grow towards the vision.	3. Building Capacity to Teach  Engaging educators in learning to increase the capacity of supporting students.
4. Building Capacity to Collaborate  Engaging educators in collaborating and increasing shared ownership.	5. Building Capacity to Lead  Modeling and making space for others to take responsibility for working towards the vision.	6. Reorganizing Systems  Building a shared commitment to evolve and rebuild the current structure to increase equity.

Core Leadership Practices and Dispositions for Leading for Equity

1. Setting Direction  Dispositions • Leader respects diverse perspectives • Questions assumptions as they engage self and diverse stakeholders.	2. Monitoring Progress  Dispositions • Leader promotes growth and drives a focus on continuous improvement as they guide teams and diverse stakeholders.	3. Building Capacity to Teach  Dispositions • Leader maintains an assets orientation • Sets high expectations for learning for all as they engage educators in learning experiences and structures.
4. Building Capacity to Collaborate  Dispositions • Leader balances needs of self and others • Develops a climate of belonging, interdependence, and respect as they engage educators in collaborative learning.	5. Building Capacity to Lead  Dispositions • Leader is reflective, self-directed, and responsible.	6. Reorganizing Systems  Dispositions • Leader demonstrates resilience and courage to be a catalyst for equity as they develop and adapt systems and structures.