Building **Leadership** that Promotes **Excellence** and **Equity**

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Learning Forward Conference
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Welcome!
Follow us

@corigroth
@TiffanySLCSD
@tullelahakr
@UtahUEPC
Who is in the room? Stand if you...

- Lead from a building
- Lead from the district/central office
- Lead at a university connected to K12 education
- Lead from the state office of education
- Have responsibility for building teacher leaders
- Work to develop future school leaders
Introductions at the table

- Name
- Role
- Leader you would most like to have dinner with
Guiding Question

How can districts build capacity in leaders so they are able to create conditions that ensure excellence and equity for every student, every day, in every classroom?
Outcomes

• Identify the ways in which professional learning can support school and district leadership to be aligned and coherent
• Identify key leadership principles that promote excellence and equity
• Examine a tool (Journey Map) for leaders to reflect on leadership practices and identify actions and commitments
• Create an action plan for how this learning could be implemented in your settings
Leadership Academy

“We are no longer a system of schools. We are a school system.”
Leadership Academy – Journey through the year

September
- Me as a leader, us as leaders

October
- How to lead change for growth and impact

November
- Learning leaders

December
- Leading for instructional transformation

January
- Leading for engagement

February
- Leading with confidence and competence

March
- Facilitating “Unconscious Competence”

April
- Bringing out the best in others

May
- Leading for public practice (Impact Showcase)
Who was invited to participate?

**Cohort 1**
- Site principals
  - Team of 1-2 other people, usually an AP or academic coach
- Some APs
- District personnel from departments

**Cohort 2**
- Site principals
  - Team of 1-2 other people, usually an AP or academic coach
- District academic coaches
- Teachers
Community of Learning Leaders
Where are your gaps in building leadership capacity?
Leadership Principles
Annotation Activity

❖ Star the ideas that are validating

❖ Put a question mark by ideas that are not clear

❖ Add notes about ideas that are sparked for you

10 minutes
Progressive Gallery Walk

Form a group at one of the 5 Principles (poster paper)

1. First round - Generate as many ideas about what the principle looks like in practice (5 minutes)
2. Second round - Move to next principle poster. Review what is written and add additional ideas as possible (5 minutes)
3. Repeat three more rounds (5 minutes each)
4. Reconvene as whole group to share insights
Leadership Academy Journey Maps
Leadership Academy Journey Map

Achieve Equity and Excellence Every Day: My Identity As An Urban Leader

**Beliefs:**

**Values:**

**Commitments:**

**Challenge As A Leader to Achieve Goals:**
- What is my biggest challenge as a leader to influence change and increase impact (e.g., EEP goals)?

**Current Capacity:**
- What are my current strengths in addressing this challenge (what is my superpower)?

**Building Capacity:**
- What skills, knowledge, actions, or resources do I need to address this challenge?

**Professional Learning:**
- What can I learn, explore, or do to build my capacity? Who might be a learning partner for me?

<table>
<thead>
<tr>
<th>Leadership Principles Commitments &amp; Action</th>
<th>School-wide Academic Achievement SMART Goal(s):</th>
<th>School-wide Achievement Gap SMART Goal(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clarity of Focus &amp; Unifying Purpose</td>
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<tr>
<td>Inquiry &amp; Reflection</td>
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<td>Relationships &amp; Culture</td>
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<td>Process &amp; Structure</td>
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<td>Communication</td>
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# District Systemic and Systematic Support: What do you want and what do you need?

<table>
<thead>
<tr>
<th>Providing Instructional Leadership</th>
<th>Reorienting the Organization</th>
<th>Establishing Policy Coherence</th>
<th>Maintaining An Equity Focus</th>
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How will achieving my goals support the district’s vision?

## Reflections on Learning

## Further Exploration Needed

## Expanding My Network

## Evidence of Success
Your Turn!
Closing & Reflections

• What ideas caught your attention today?
• What were your feelings during the conversations?
• What was your key insight?
• What will you do differently as a result of today’s learning session?
• How could the components of the Leadership Academy and Journey Map address the gaps identified in your school district?
Take our 3 minute survey!

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Session ID: 2403

NOTE: Session ID should be in all CAPS and is case-sensitive.