

LEAD

TOOL™

Leadership for Equity
Assessment & Development

Using the LEAD Tool™ With the Oregon Framework for Teacher and Administrator Evaluation and Support Systems

The Leadership for Equity Assessment & Development (LEAD) Tool™ is a professional growth tool designed to support school leadership teams in developing organizational leadership capacity for equity. Through a set of rubrics, teams examine their practice with the goal of identifying and eliminating the persistent educational disparities experienced by diverse students.

While the LEAD Tool is not an evaluation instrument, it has been designed as a companion tool to support the cultural competency and equitable practice requirements called for in the following elements of the *Oregon Framework for Teacher and Administrator Evaluation and Support*.

1. Standards of Professional Practice

- “Oregon’s educational leadership/administrator standards embed cultural competency and equitable practice in each standard. These standards guide administrative preparation, licensure, and job performance.”
- “Oregon was very explicit and intentional about highlighting the importance of cultural competency and equitable practices in the administrator standards.”
- The 10 high-leverage, equitable practice rubrics of the LEAD Tool are aligned to the Oregon Standards of Professional Practice.

2. Differentiated Performance Levels

The LEAD Tool supports Oregon’s Framework for Evaluation by using a four-point developmental continuum of equitable practice from “little or no equitable practice” to “exemplary.”

3. Multiple Measures

The LEAD Tool provides a web-based electronic portfolio to document school equitable practices for the following multiple measures components:

- Professional Practice—“Evidence of school leadership practices, teacher effectiveness, and organizational conditions” to support equity
- Professional Responsibility—“Evidence of administrators’ progress toward their own professional goals and contribution to schoolwide and district goals”

4. Evaluation and Professional Growth Cycle

The LEAD Tool uses “a cycle of continuous professional growth and learning” that includes standards-based goal setting and the analysis of evidence in the context of enhancing school-based, equitable practice.

5. Aligned Professional Learning

The LEAD Tool aligns professional learning of school leadership teams through the use of 10 high-leverage, equitable practices most likely to eliminate race, class, and other group-based disparities in student opportunities and outcomes.



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Source of quotations: Oregon Department of Education. (2012). *Oregon Framework for Teacher and Administrator Evaluation and Support*. Salem, OR.