

Leadership for Equity Assessment & Development (LEAD) Tool™

How can school districts develop educational leaders with the skills to lead for equity?

The Leadership for Equity Assessment & Development (LEAD) Tool™ is designed to help school and district leadership teams answer those questions. This professional growth tool supports teams in developing organizational leadership capacity for equity. Through a set of rubrics, leaders collectively examine their practice and enact the 10 high-leverage equitable practices most likely to eliminate race, class, and other group-based disparities in student opportunities and outcomes. Educational leadership students can also use the tool as part of their instructional and licensure course work.

What does “equitable practice” look like on the ground, and how do we measure it?

Features of the LEAD Tool™

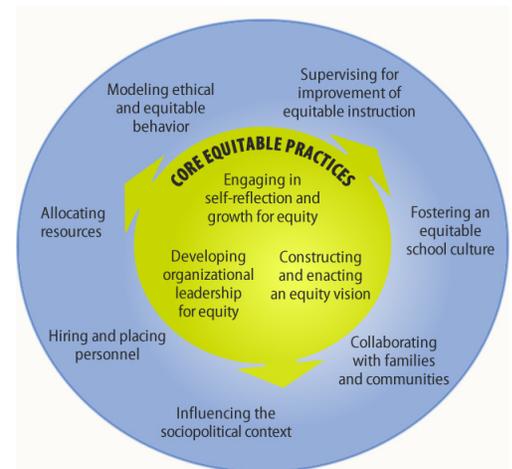
The tool, developed over the past five years by Oregon Leadership Network (OLN) members and their research partners, has the following features:

- Identifies 10 high-leverage, research-based practices for equity
- Uses a 4-point developmental continuum of school practice from “little or no equitable practice” to “exemplary”
- Contains hyperlinks to research and resources for professional learning
- Supports the development of effective school and district leadership in the context of equity and leadership policy
- Produces password-protected, web-based summary reports to capture school artifacts and evidence to assess progress
- Aligned with the Oregon Educational Leadership/Administrator Standards and the national Interstate School Leaders Licensure Consortium (ISLLC) standards

How can school and district leaders integrate equity into leadership development?

High-Leverage Equitable Practices

Ten high-leverage research-based equitable practices (at right) guide the development of school leadership teams as they take action to improve equitable outcomes for all students.



Why the Tool Is Important

In recent years, national organizations, researchers, and practitioners have called for placing issues of equity at the center of professional learning and practice for educational leaders. Still, the theory and practice of *leadership for equity* is largely underdeveloped and understudied. With an increasing call to address disparities of outcomes among student groups and to eliminate predictable achievement and success gaps, educational leaders need tools to reflect on their practice, assess their skills, and develop their strategies for equity.

For More Information

The LEAD Tool is currently available to OLN members, and will be available to all Oregon educators on January 4, 2013. A national launch will occur in early 2013. To learn more about the LEAD Tool™ or participate in research on this important resource, please contact Dr. Rob Larson, Education Northwest, at 503.275.0656 or at Rob.Larson@educationnorthwest.org.