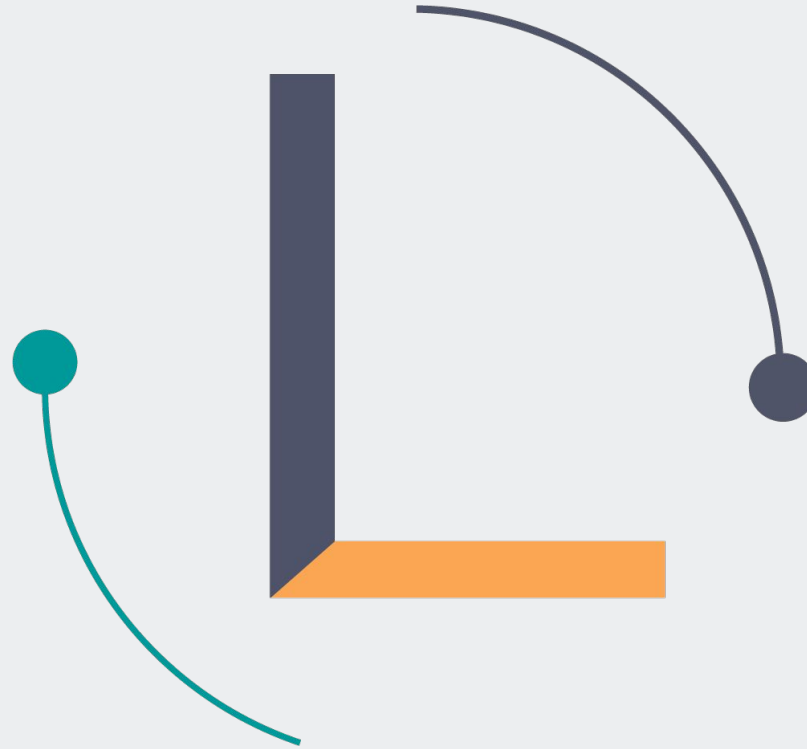




NCUST'S LEADERSHIP CERTIFICATE PROGRAM

COURSE ONE | SESSION ONE



National Center for Urban School Transformation
3910 University Avenue San Diego, CA 92105



619-594-7905



ncust.com

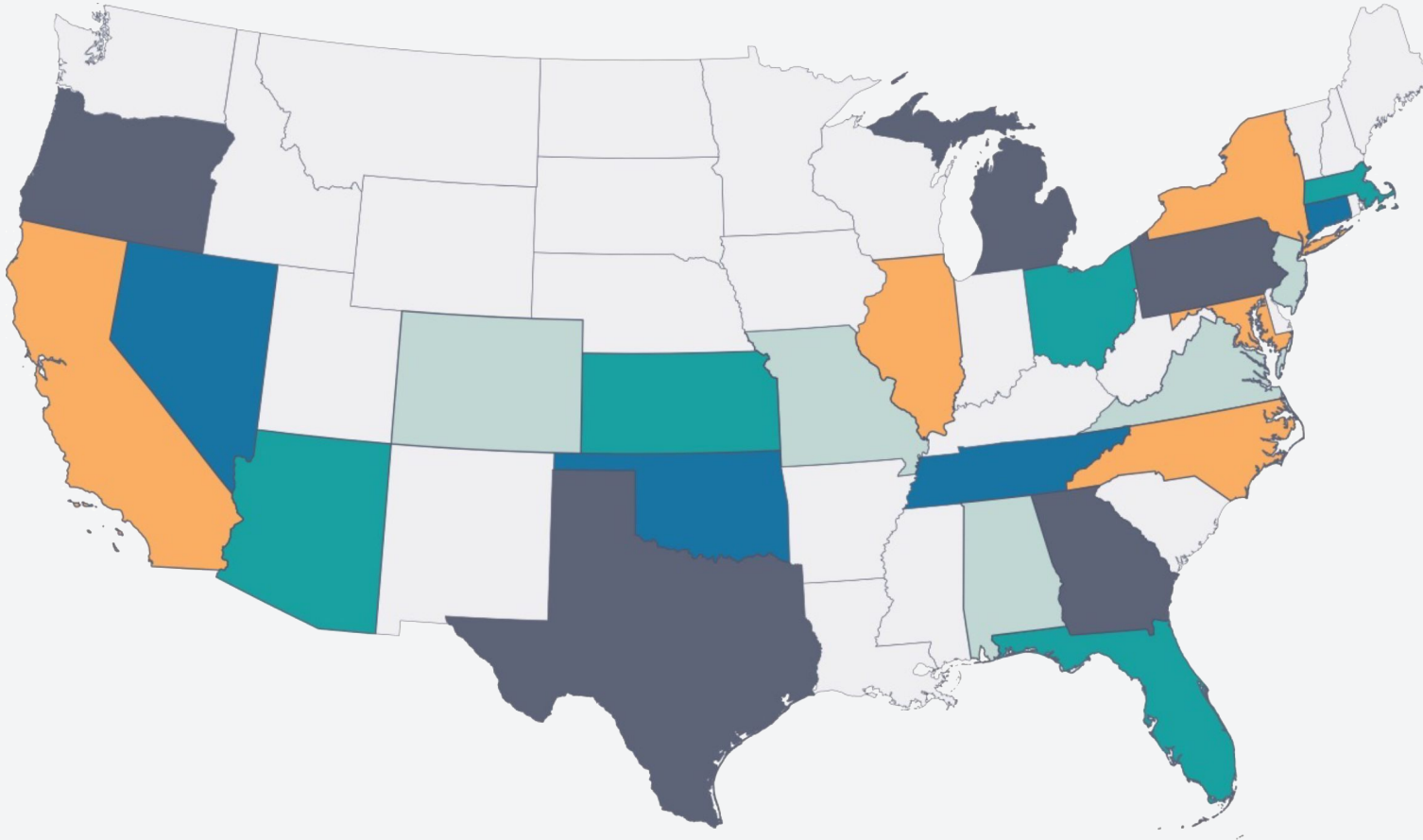


ncust@sdsu.edu

TODAY'S AGENDA



WHY THIS PARTNERSHIP?



Since 2005, NCUST has identified, awarded, and studied 175 schools in 25 states that:

- Do **not** have selective admissions
- Manifest a wide array of evidence of educational equity **and** excellence
- **Each** racial/ethnic and language group served outperforms overall statewide percentages

WHAT IT IS

PRACTICAL GUIDANCE AND DIRECTION

To support greater equity and excellence in your schools based upon cutting edge research about effective school leadership.

ENGAGEMENT

With some of our award-winning leaders who are successful practitioners of these effective practices and with a cohort of equity driven site leaders (in 5 courses).

PERSONALIZED SUPPORT

From an NCUST Executive Coach with successful experience supporting district leaders and principals as they pursued excellence and equity.

PROJECT-BASED

Each participant will design and implement an agreed upon “Equity and Excellence Project” based on their and schools’ transformational needs.

WHAT IT ISN'T

This is **NOT** a program to credential or certify new school leaders.

This is **NOT** a program that results in the attainment of a certificate based on “seat time” or the completion of courses.

This is **NOT** a traditional program that requires academic papers or tests. Instead, it requires participants to engage in practical leadership tasks designed to promote excellence and equity in their schools.



IDENTITY

- What do I understand about my own identity as a leader?
- How does my staff see me (as a leader)?



MINDSET

- What are my mindset and assumptions about students' ability to succeed?
- What are my mindset and assumptions about my staff's' ability to succeed?



SKILLS

- What skills do I already have, and which do I need to learn/refine to implement meaningful school-wide changes that facilitate equity and excellence?



SHARE



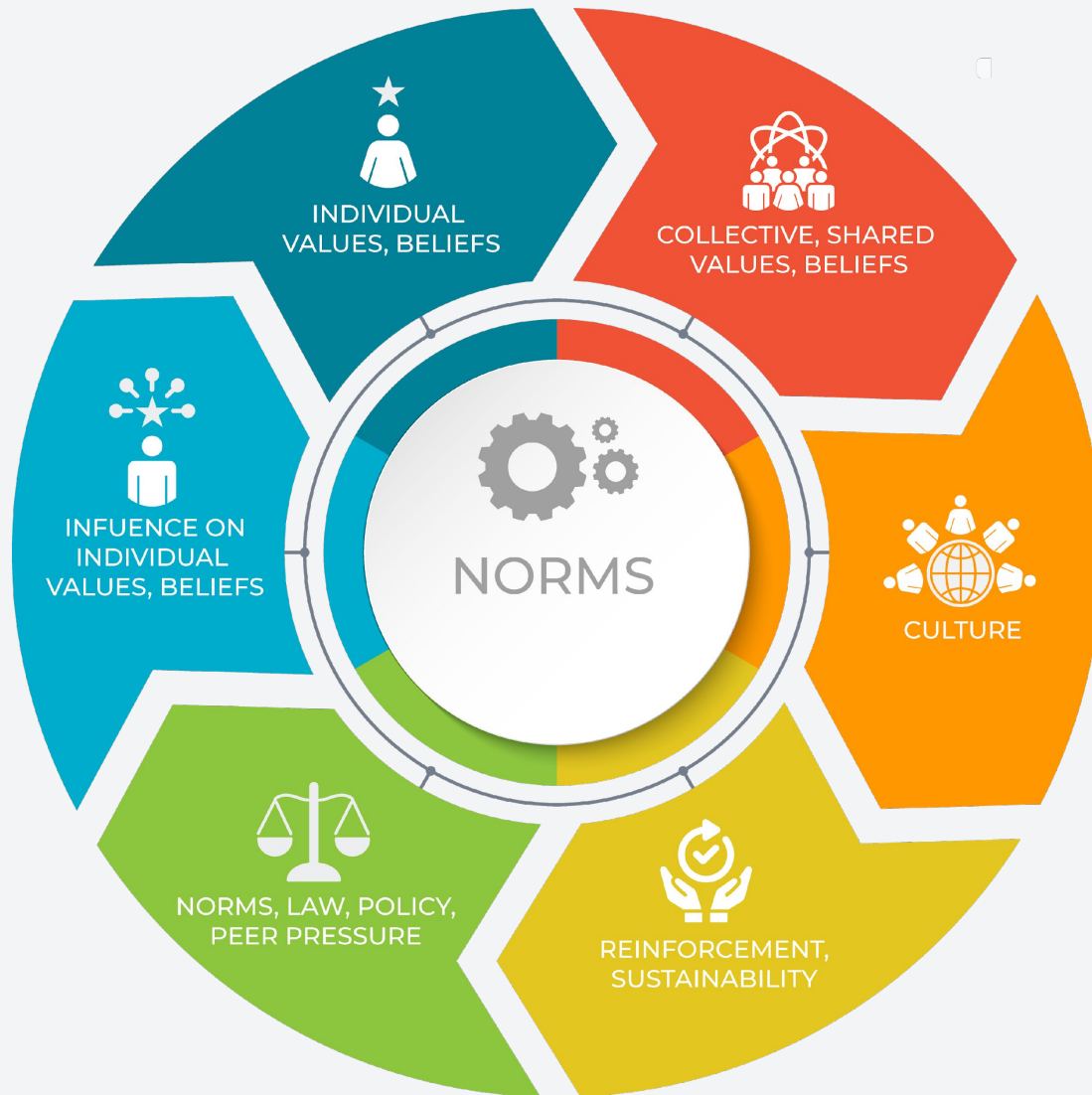
IDENTITY



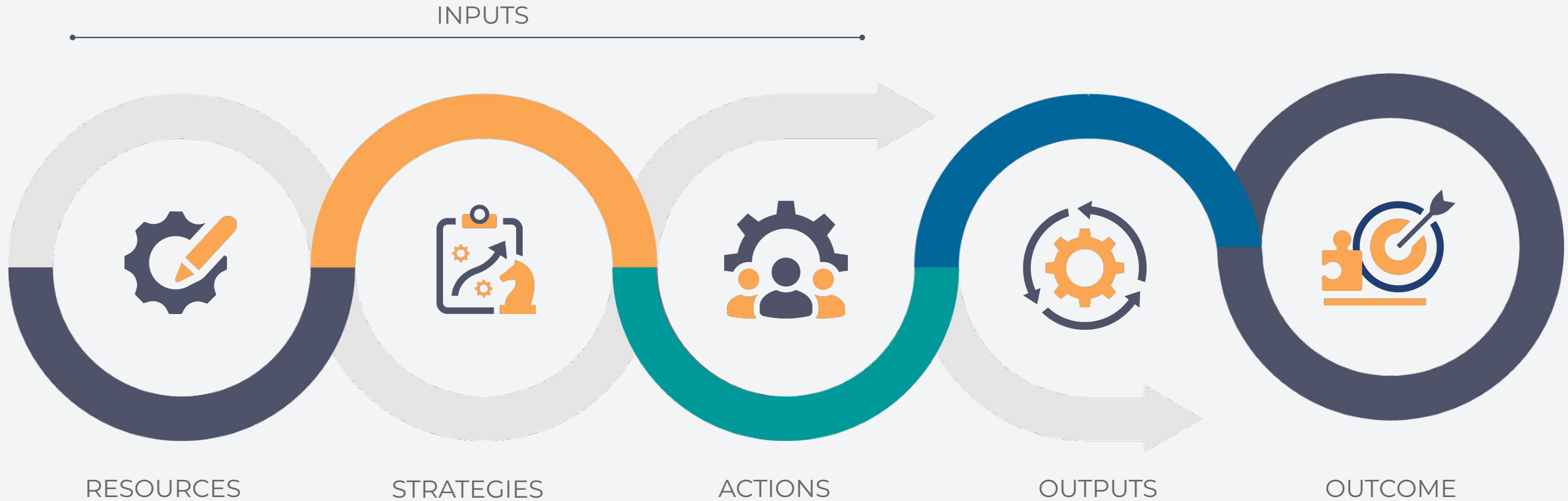
MINDSET



SKILLS

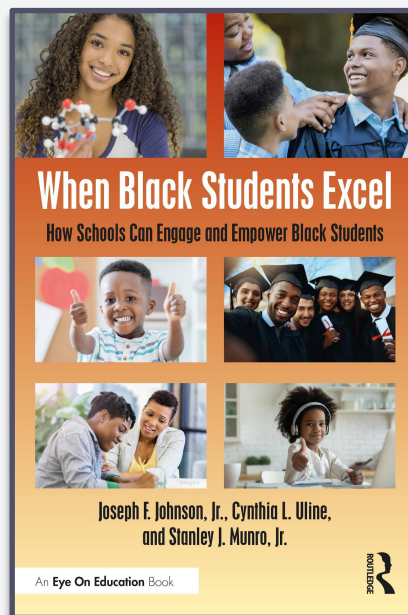
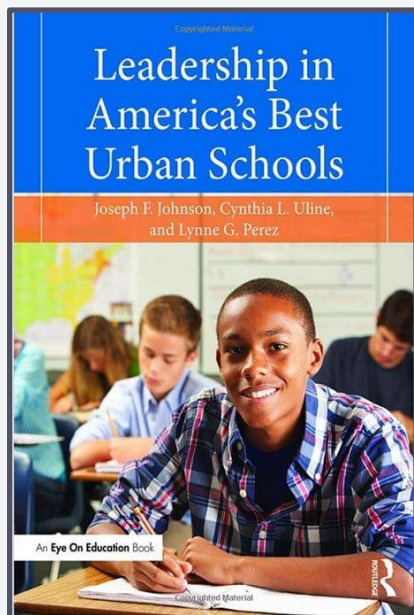
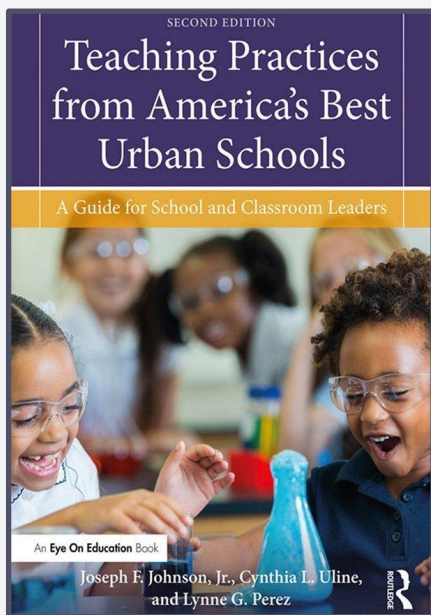


- Engage respectfully (professionally, culturally, socially, morally, emotionally, and intellectually)
- Expect to experience discomfort or cognitive dissonance
- Speak your truth
- Expect and accept “non closure,” diverse perspectives, experiences, and disagreements

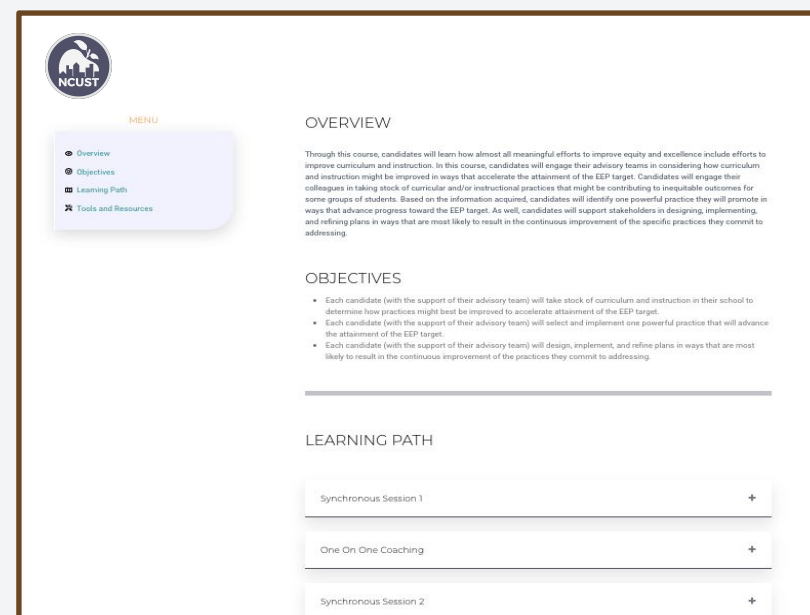




RESOURCES



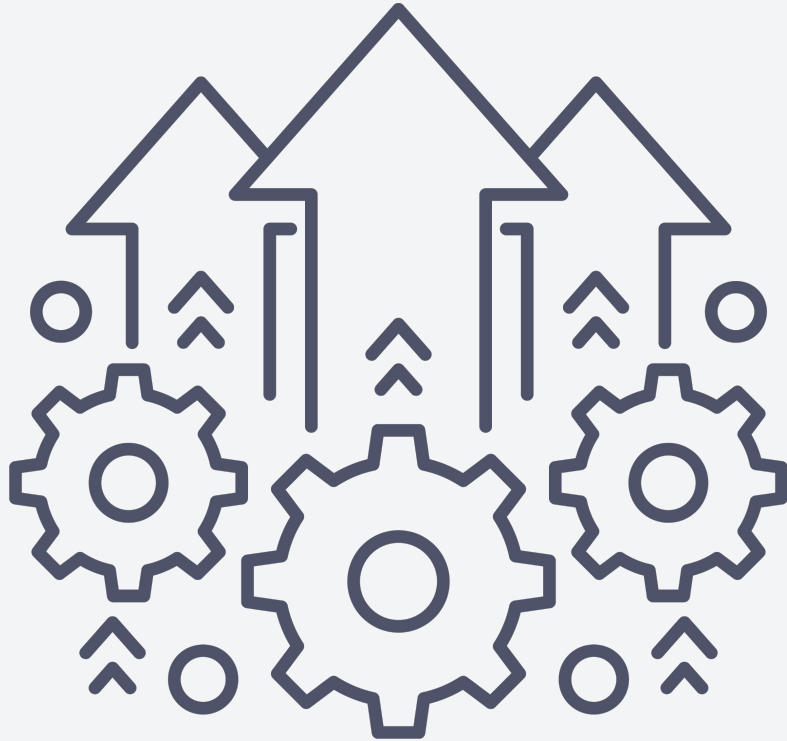
NCUST BOOKS



WEB-BASED TOOLS AND RESOURCES



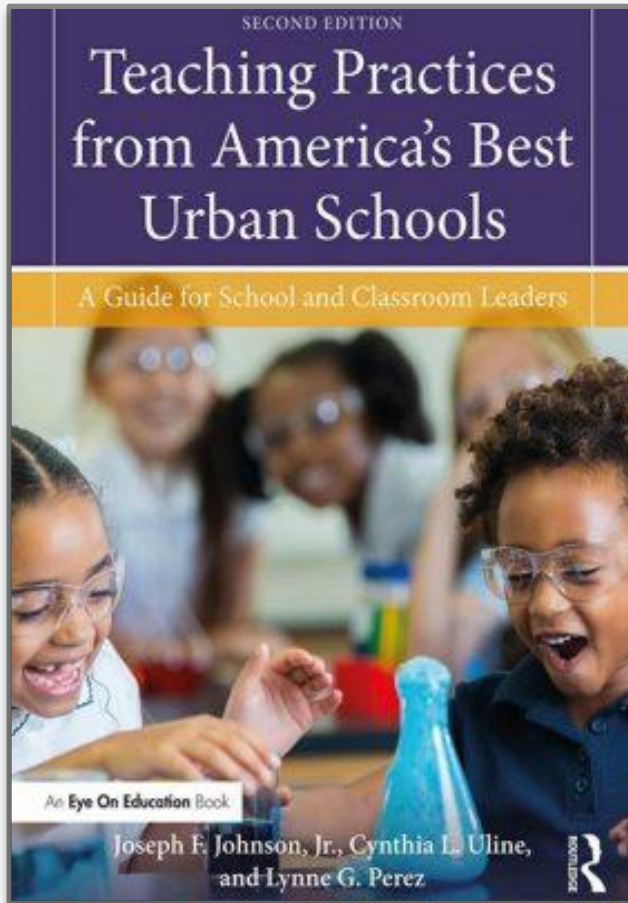
STRATEGIES



1. Increase individual and collective teacher's sense of efficacy related to their ability to improve teaching and learning for our students
2. Increase a leader's sense of efficacy by understanding how to construct a coherent education structure.



ACTIONS



Making Students Feel Valued And Capable



Focusing On Understanding and Mastery



Promoting Clarity



Ensuring Culturally, Socially, and Personally Responsive Teaching



Checking for Understanding, Providing Feedback, and Adapting



Building Fluency with Gatekeeper Vocabulary



Promoting Successful Practice



Leading Students to Love Learning



ACTIONS



Creating an Imperative to Change



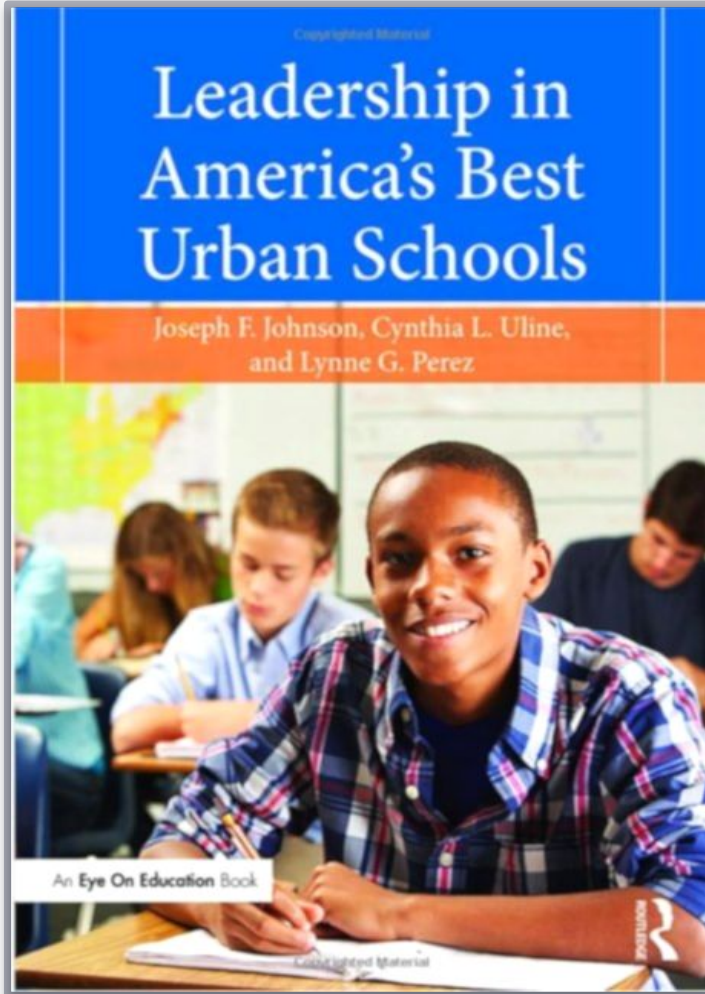
Instilling a Belief that Success can be Possible



Clarifying Procedures, Roles and Responsibilities

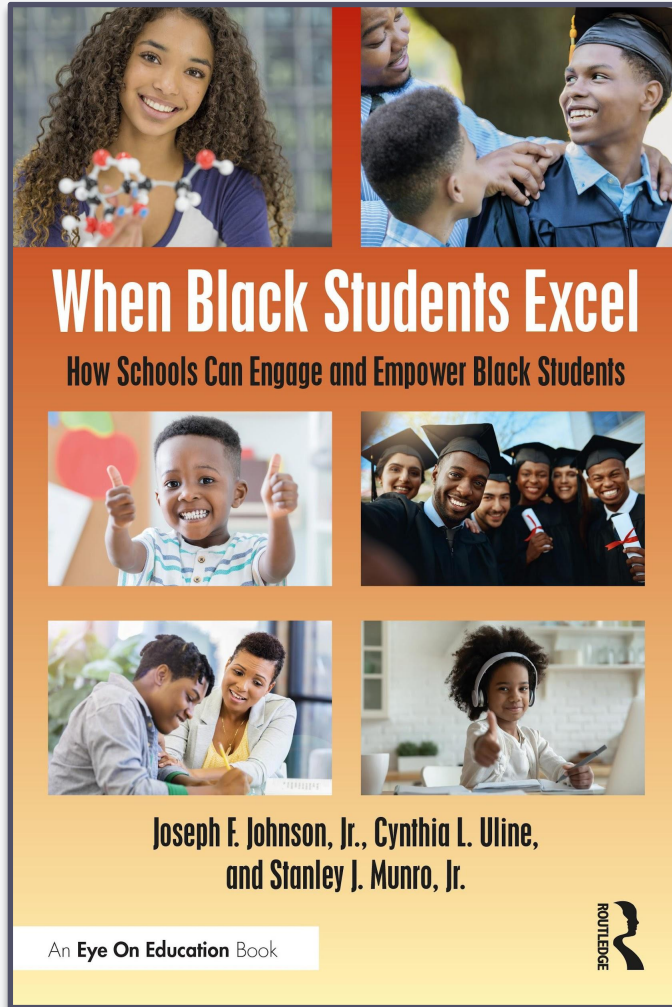


Building Sustainable Capacity





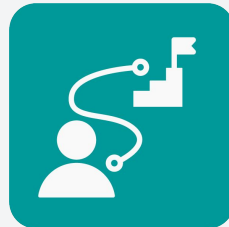
ACTIONS



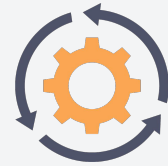
How Black Students Benefit From Effective Leaders Committed to Their Success



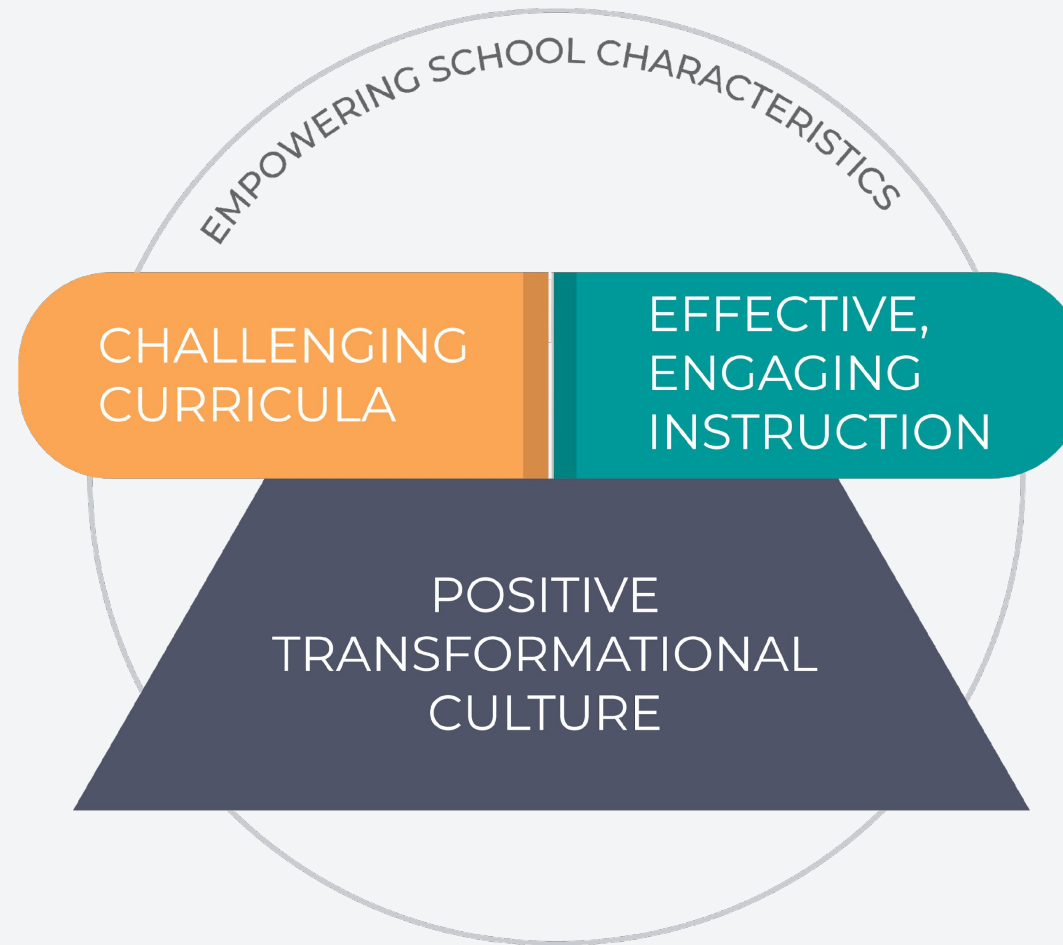
The Importance of Ensuring Black Students Belong, Feel Loved, and Experience Joy



The Value of Ensuring Black Students Experience Pathways to Success



OUTPUTS





OUTCOME



EQUITY AND EXCELLENCE PROJECT

Is a comprehensive initiative aimed at addressing disparities and ensuring that all students have equal access to high-quality education, regardless of their background, socioeconomic status, race, or other factors.



Targeted Support
Programs



Curriculum and
Instruction Design



Teacher Training
and Professional
Development



Access to
Technology and
Resources



Parent and
Community
Engagement

WHERE DO I START?



SCHOOL SELF-ASSESSMENT TOOL: IS YOUR SCHOOL ACHIEVING EXCELLENCE AND EQUITY?

This self-assessment will help you establish a data profile with evidence of progress toward excellence and equity. Consider working with a team of educators to examine and compile these data. Think broadly about performance data collected and reported by your state, including promotion rates, graduation rates, proficiency rates, attendance rates, enrollment in special programs, performance on college entrance exams, etc. Completion of the self-assessment will generate a picture of the school's current performance. By utilizing the same process annually or semi-annually, the school can assess progress toward excellence and equity for all student groups. NOTE: Whenever the words "the average of all students in your state" appear, it is important to note that you are encouraged to compare the performance of the particular group addressed at your school with the performance of ALL students in your state (not simply the comparable population in your state).

1. Racial/Ethnic Groups

A. Which major racial/ethnic groups are served at your school? (List every group with more than 20 students.)

B. For each racial/ethnic group listed, what data suggest that the students from the group perform above or below the average of all students in your state?

C. What data suggest that the students from the group are demonstrating improved academic performance at a rate that is greater or less than the overall rate of improvement for students in your state?

2. Language Background Groups

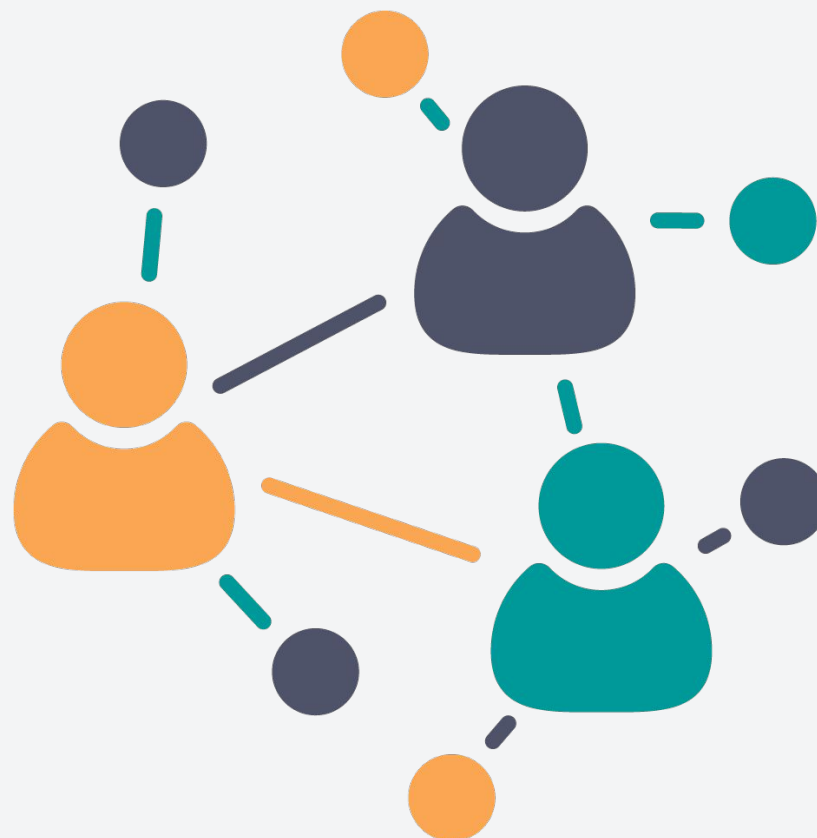
A. Which major language background groups are served at your school? (List every language that represents the language background of at least 20 students.)

B. For each language background listed, what data suggest that the students from the group perform above or below the average of all students in your state?

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- **Data-Driven Decision-Making:** Collecting and analyzing data to identify achievement gaps and areas of improvement. This information can guide targeted interventions and strategies to address specific challenges faced by different student groups.
- **Evaluation and Continuous Improvement:** Regularly assessing the effectiveness of the equity and excellence project through data analysis, student outcomes, and stakeholder feedback. Adjustments and improvements should be made based on the results to continuously enhance the project's impact.
- **During your 1:1 conversation with your coach begin this process.**

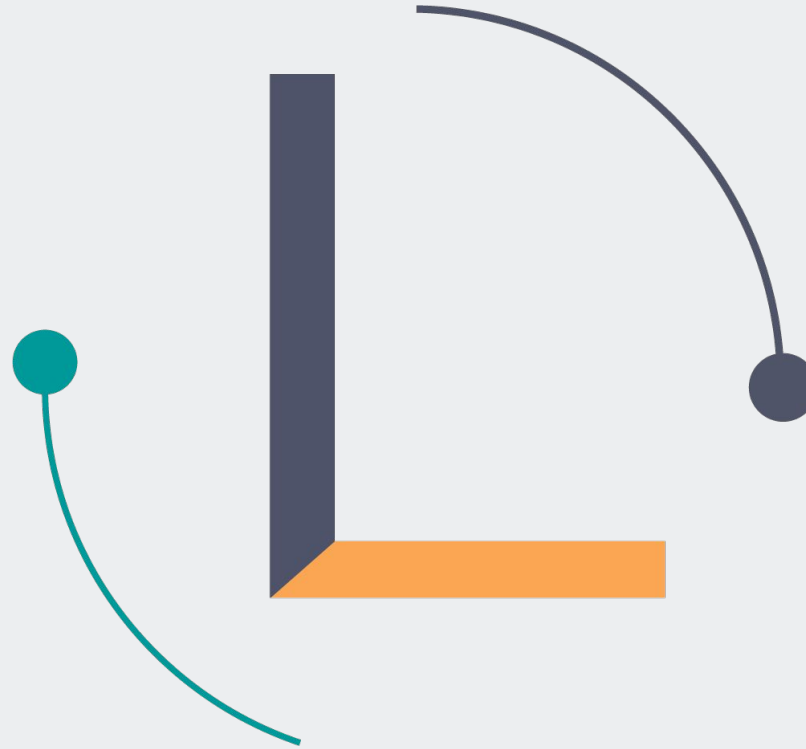
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SDSU

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THANK YOU



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