

Modeling ethical and equitable behavior

This practice examines the example set by your school’s leadership team when it comes to equity. An exemplary score in this practice means your leadership team leads by example, demonstrating integrity, advocacy, conviction, transparency, and persistence in pursuing equity. It follows through on commitments even in the face of risk, challenge, and push-back.

Little or No Equitable Practice	Emerging Equitable Practice	Proficient Equitable Practice	Exemplary Equitable Practice
<ul style="list-style-type: none"> Leadership does not openly pursue equity or social justice or model behaviors to redress systemic inequities for nondominant students, families, or communities. Leadership avoids undue attention to issues of racism, classism, sexual orientation, and other forms of discrimination. Leadership complies with civil rights requirements in response to monitoring and mandates. 	<ul style="list-style-type: none"> Leadership begins to explicitly pursue equity and social justice and model behaviors to redress systemic inequities for nondominant students, families, or communities; however, these behaviors do not guide everyday decisionmaking. Leadership balances its commitment to equity and the dominant communities’ competing demands or resistance. Leadership begins to react to issues of racism, classism, sexual orientation, and other forms of discrimination in ways that build the school community’s understanding of difference and oppression. Leadership is responsive to civil rights issues and requirements. 	<ul style="list-style-type: none"> Leadership demonstrates commitment to equity and social justice and advocates inside the school to redress systemic inequities for diverse students, families, and communities. Leadership follows through on commitments in the face of risk, challenge, and resistance from within the school. Leadership consistently and openly responds to issues of racism, classism, sexual orientation, etc., to build the school community’s understanding of difference and oppression. Leadership exceeds legal requirements through ethical advocacy for human rights and social justice. 	<ul style="list-style-type: none"> Leadership demonstrates persistent pursuit of equity and social justice, leading by example in everyday practice, interactions, and decisionmaking. Individually and collectively, leadership models integrity, advocacy, conviction, and transparency to redress systemic inequities for diverse students, families, and communities. Leadership consistently follows through on equity commitments and has effective strategies for persisting in the face of risk, challenge, and resistance from inside and outside the school. Leadership proactively challenges racism, classism, sexual orientation, etc., to foster collective learning. Leadership openly acknowledges its own power and privilege and acts as ally to educators, students, and parent/ community leaders. Leadership has evidence of elimination of systemic inequities, social injustices, and human rights violations.