**Equity Leader Profile**

We subscribe to the importance of school leaders as **instructional leaders who lead with an equity lens.** We do not expect all leaders to become experts in math instruction or mathematics. However, the key ways in which leaders can fully support teachers and raise the equity bar higher in math classrooms are:

(1) **using observation tools** that promote equity in academic discourse, inquiry, culturally and linguistically responsive pedagogy, and universal design for learning (Sullivan & Glanz, 2013; Hammond, 2017; Khalifa, 2019; Boykin & Noguera, 2011, Ralabate, 2017);

(2) **recognizing** **ambitious math tasks** that promote rigor and supporting teachers to design tasks that are culturally responsive and inquiry-based (Stein, Smith, Henningsen & Silver, 2009; Boaler, 2016; NCTM, 2012); and

(3) using the observations of multiple classes in **designing differentiated professional learning** in the school by drawing on the assets of teachers in the school (Grissom, Loeb & Masters, 2013). The observation tools promote evidence-based observations and post-observation conversations that coach teachers to actively take on responsibility for change.

(4) adopting a clear equity stance and clarifying your values.

We believe leaders need to carry the equity torch, develop their capacity as equity warriors in the service of equitable student learning outcomes, and use evidence to guide teacher practice more effectively. In these times, we are in particular focusing our joint efforts on building our capacity as equity warriors for racial justice. Over the course of this week, you have an opportunity to reflect on your role as an equity leader for racial justice. You are building a profile of yourself as an equity warrior and decide as an EC-NIC how you collaboratively live a commitment to racial justice.

**Monday**

While many issues of equity impact students and their opportunities for success, racial inequities are among the most profound challenges that schools and school leaders face. Understanding the dynamics of race in our experiences can help us, as leaders, meet the challenges of racial inequity in our schools.

*Prompt: Your racial identity influences your leadership experiences. What are 2-3 experiences in your racial history that have impacted your leadership?*

**Tuesday**

Critical reflection, based on evidence, offers school leaders the opportunity to understand issues of equity in their schools and to initiate concrete actions to end inequities. Today, we explored how evidenced-based observations can support us to identify and address equitable access to learning classrooms.

*Prompt: Think about the classrooms in your school. What issues of inequity currently exist? How are you currently addressing those inequities?*

**Wednesday**

“*Many people will say that math is different because it is a subject of right and wrong answers, but this is incorrect, in part of the change we need to see in mathematics is acknowledgment of the creative and interpretive nature of mathematics. Mathematics is a very broad and multidimensional subject that requires reasoning, creativity, connection making, and interpretation of methods; it is a set of ideas that helps illuminate the world; and it is constantly changing.”* Boaler, 2016, p. xii.

*Consider the quote from Jo Boaler. How could you as an equity leader re-imagine mathematics in the school so that all students have access to thoughtful and ambitious mathematics?*

**Thursday**

The philosophy of Project I4 *We believe leaders need to carry the equity torch, develop their capacity as equity warriors in the service of equitable student learning outcomes, and use evidence to guide teacher practice more effectively.* This is the first week of a year-long journey to establish stronger access and rigor in academic discourse in mathematics in your school.

*How do you envision from your racial history and what you have learned to date, being an equity warrior who uses classroom evidence to promote racial equity in your school?*

**EC-NIC Commitment Statement to Racial Equity**

**Share your equity warrior profiles and co-construct a joint statement of commitment to racial equity**