

# *EDEquity's Courageous Leadership Core Competencies*

## COMPETENCY 1

### *Understanding the Key Principles of Equity*

- 1.1 Understand and apply the key principles of Equity to instructional practice
- 1.2 Establish and maintain a safe environment to challenge mind-set
- 1.3 Demonstrate the various techniques to facilitate race and culture conversations
- 1.4 Demonstrate knowledge of how mind-set and instruction improves performance
- 1.5 Understand the key components of Courageous Equity Leadership
- 1.6 Establish professional goals to becoming a Courageous Equity Leader

## COMPETENCY 2

### *Implement Equity Professional Learning Communities*

- 2.1. Integrate the aspects of color, culture and consciousness to teacher collaboration
- 2.2. Use guiding principles to design Equity Team
- 2.3. Demonstrate the importance of racial identity development
- 2.4. Examine and use qualitative and quantitative data to discuss Equity and Race
- 2.5. Facilitate Equity Improvement Cycle to monitor instructional improvements

## COMPETENCY 3

### *Design and Implement Culturally Conscious Lessons and Strategies*

- 3.1. Understand culturally conscious teaching principles
- 3.2. Understand the multi-dimensional affects of how culture impacts learning
- 3.3. Demonstrate knowledge of the 9 elements of culturally conscious lesson designs
- 3.4. Facilitate well crafted lesson designs to meet the needs of ELL students
- 3.5. Evaluate rigor in instructional practice

## COMPETENCY 4

### *Develop Skills to Coach Teachers*

- 4.1. Identify strengths and areas of improvement in teaching practice
- 4.2. Know and apply the different coaching styles
- 4.3. Use reflective questions to empower teachers
- 4.4. Collect and facilitate the use of observational student data
- 4.5. Use a coaching protocol to engage mind-set and instructional practice

## COMPETENCY 5

### *Design District and Site Equity Action Plans*

- 5.1. Develop Equity goals and objective
- 5.2. Lead system-wide and site Equity implementation rubric
- 5.3. Demonstrate the knowledge of the key strand of an Equity Audit
- 5.4. Use Equity articles to sustain and deepen practice of Equity