



Center on
GREAT TEACHERS & LEADERS
at the American Institutes for Research™

UC
ea

Wallace 

University Principal Preparation Initiative

Online Learning Series

Taking Educator Preparation to the
NEXT LEVEL

Session 4: Equipping and Sustaining Equity-oriented School Leaders for Diverse Contexts: Tools and Takeaways

September 10, 2020



UNIVERSITY OF HOUSTON

University Principal Preparation Initiative
Online Learning Series

Center on
GREAT TEACHERS & LEADERS
at the American Institutes for Research

uc
ea

Wallace

Taking Educator Preparation to the
NEXT LEVEL



**How Can Leaders Use
Resources to Support
Equity?**

Karen Hawley Miles
Education Resource
Strategies, Inc.
June 18, 2020



**Teaming & Engaging in
Meaningful Conversations**

Ellie Drago-Serverson
Columbia University
July 16, 2020



**Partnerships for
Sustainability**

David Eddy-Spicer
University of Virginia
August 6, 2020



**Equipping & Sustaining Equity-
Oriented School Leaders for
Diverse Contexts**

April L. Peters
University of Houston
September 10, 2020



**Moving Carefully into the Next
Normal: Enduring Leadership
Dilemmas and New
Organizational Contexts**

Mónica Byrne-Jiménez
UCEA, University of Virginia
October 8, 2020

*Equipping and Sustaining Equity-oriented School Leaders
for Diverse Contexts: Tools and Takeaways*

Dr. April Peters-Hawkins
University of Houston

Welcome to the Powerhouse.

UNIVERSITY of **HOUSTON**

Background

- Practitioner experience
- Partnership experience
 - Educational Development Center (EDC) Quality Measures
 - University Council of Education Administration (UCEA) Program Design Network
 - University of Houston (UH) and district partnerships

The Equity Imperative

- Mission/center of gravity/value add
- Complexity of the principalship
 - Leading through crisis
 - Pandemic(s):
 - Racial
 - Viral
 - Economic
- Data
 - Student demographics
 - Teacher and administrator demographics
 - Exclusionary discipline (school-to-prison pipeline)
 - Special and Gifted Education
 - Immigration status/English Language Learners

UNIVERSITY of HOUSTON

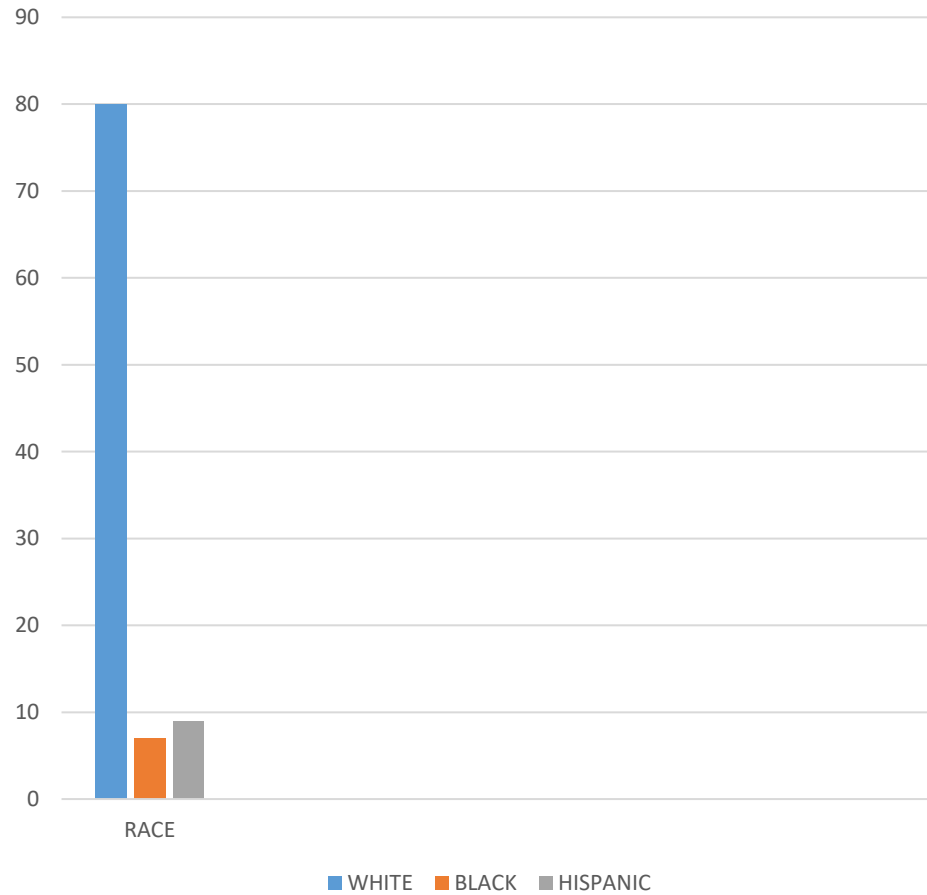
Student Demographics

2018 NATIONAL DATA, PUBLIC SCHOOL STUDENTS BY RACE (in millions)

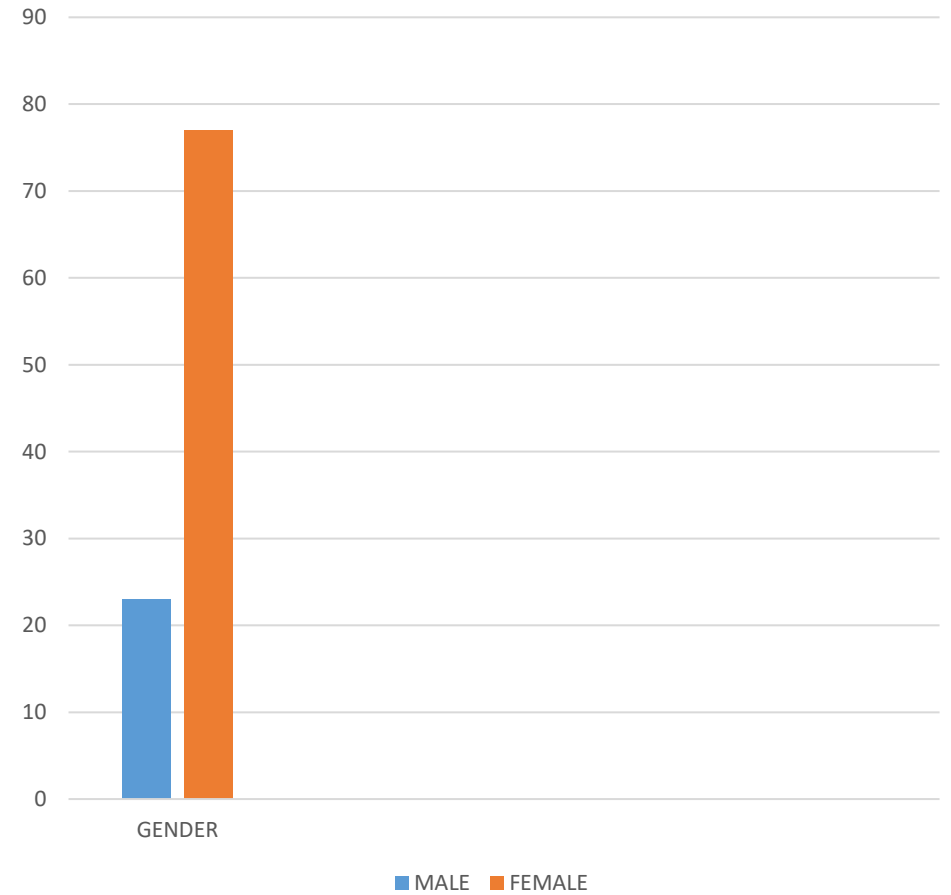


Teacher Demographics

2016 NUMBER OF TEACHERS BY RACE (in percentages)

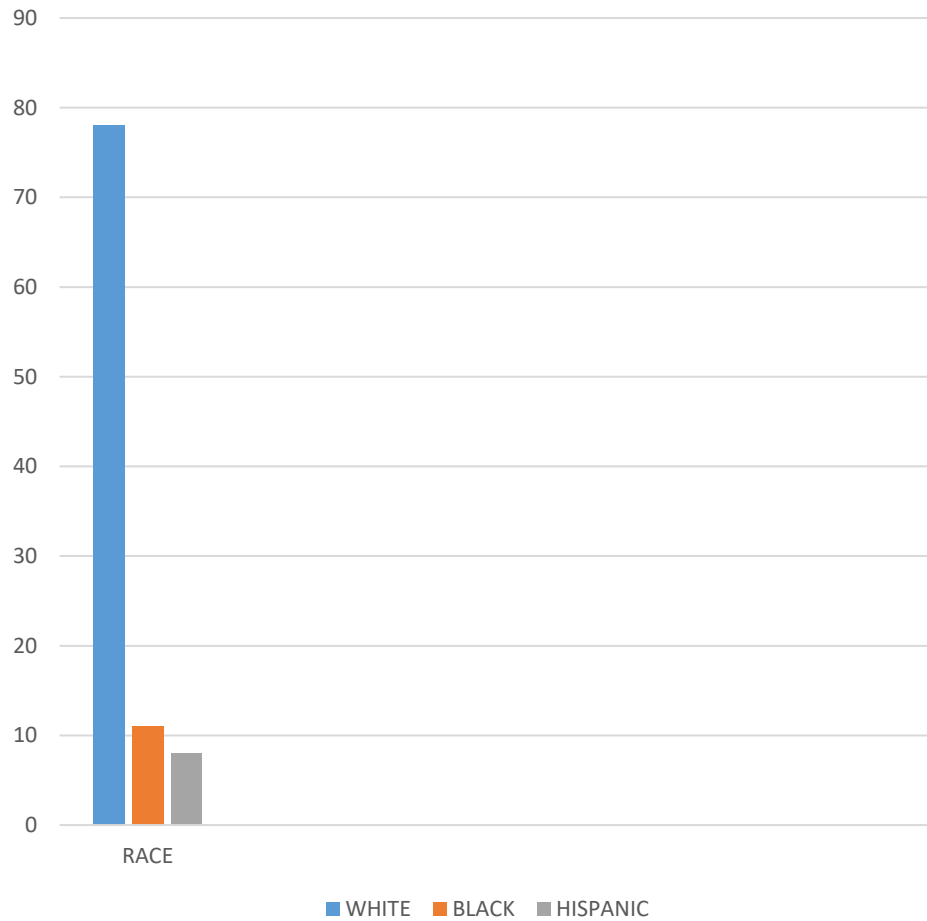


2016 NUMBER OF TEACHERS BY GENDER (in percentages)

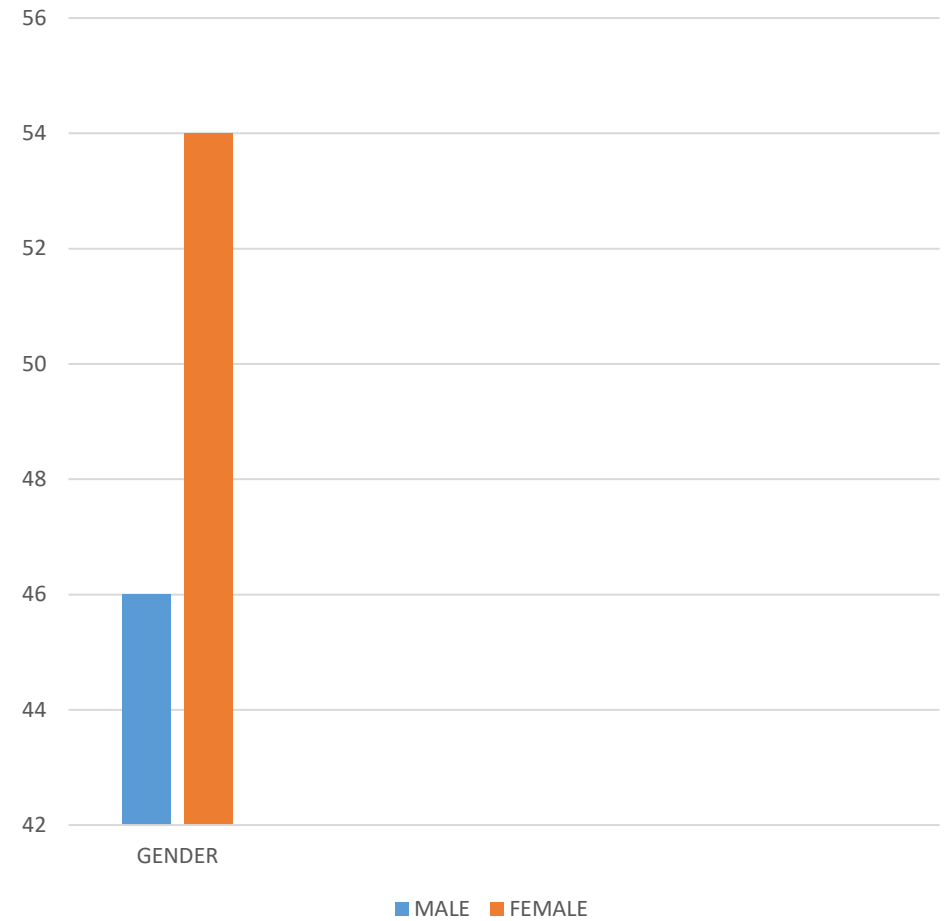


Principal Demographics

2016 NUMBER OF PRINCIPALS BY RACE (in percentages)

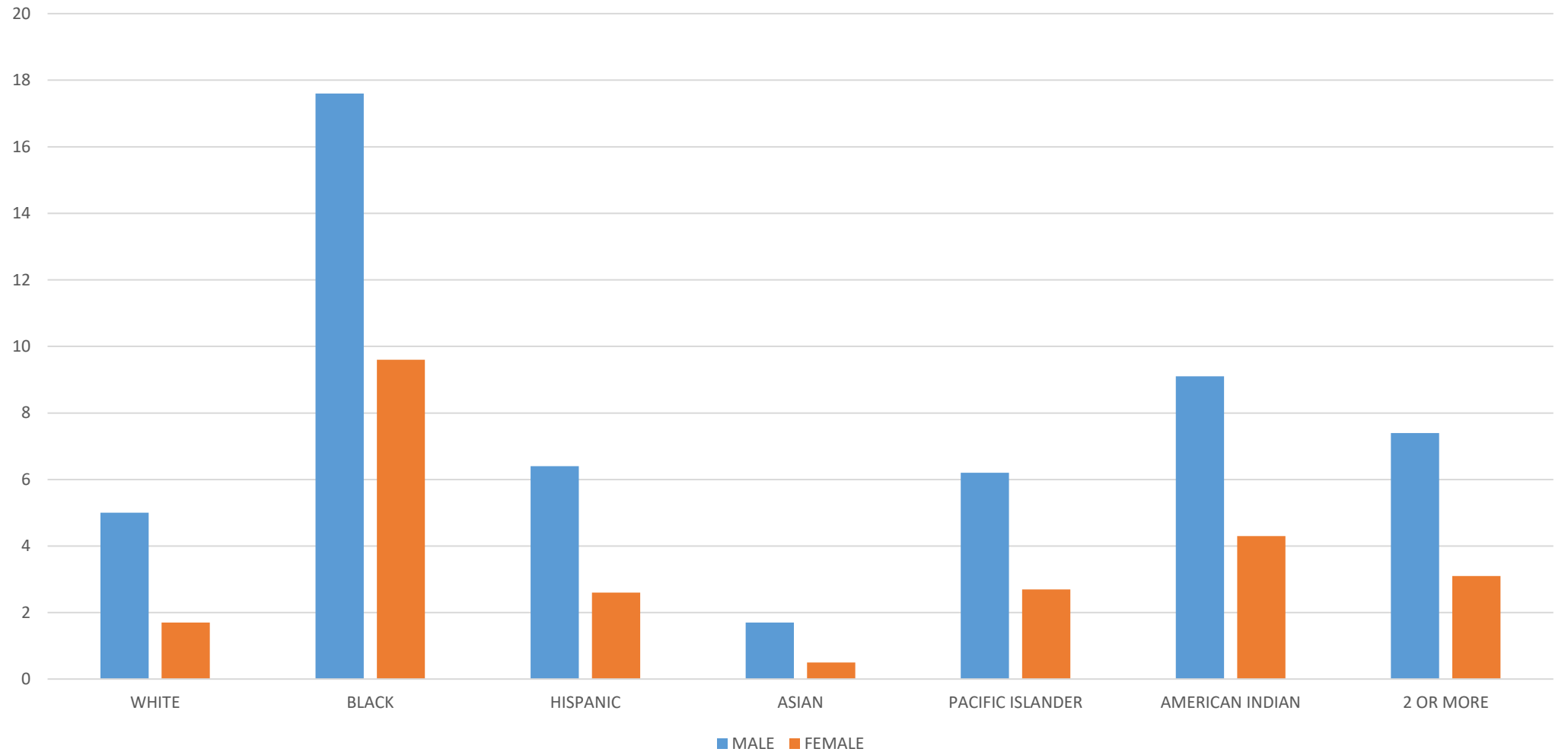


2016 NUMBER OF PRINCIPALS BY GENDER (in percentages)



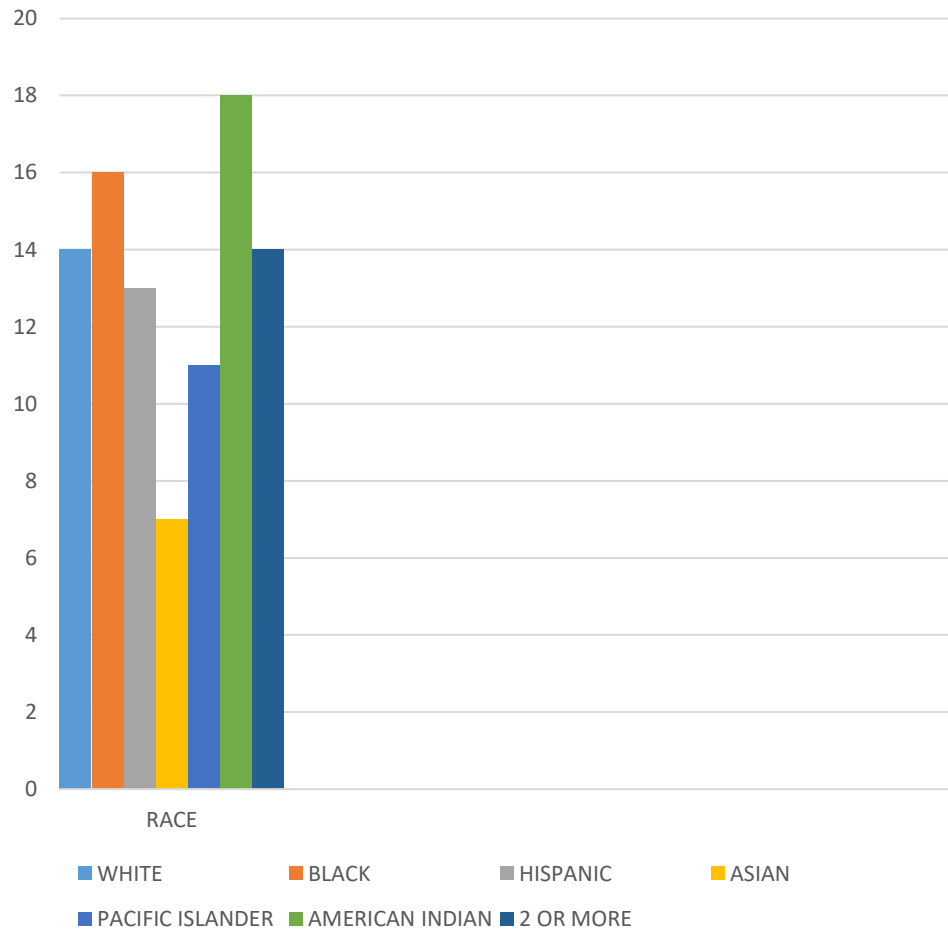
Exclusionary Discipline

2013-14 STUDENTS WITH OUT OF SCHOOL SUSPENSIONS (in percentages)

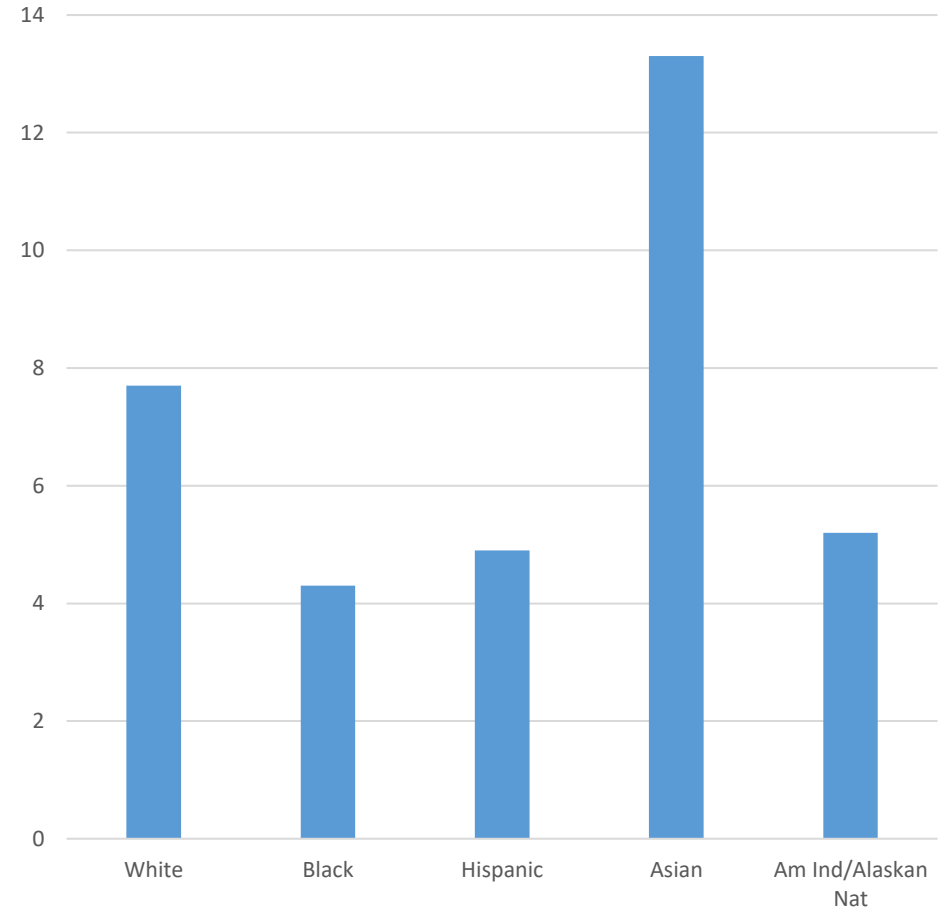


Special and Gifted Education

2017-18 STUDENTS IN SPECIAL EDUCATION BY RACE (in percentages)



2017-2018 Students Enrolled in Gifted Education by Race



Tools

- **Partner Engagement for Equity**
 - Pushing back
 - Engaging adjuncts

Tools

- **Program Commitment to Equity**
 - Alignment to Standards/Standards Crosswalk
 - Alignment to courses
 - Integration of equity orientation across coursework (Brown, 2006)
 - Creation of bridges between theory and practice
 - Job embedded internships and residency programs

Tools...

- **Powerful Learning Experiences for Equity**
 - Saturday Seminars
 - Culturally responsive leadership (Khalifa, 2018)
 - School and community equity audits (Bell McKenzie, 2019)
 - Diversity and opportunity gaps (Milner, 2010)
 - Mini-equity audits (Skrla et al, 2009)
 - Critical Autobiography and self reflection
 - Problem of Practice activities
 - Performance based course embedded certification preparation activities

Poll

Takeaways

- Plan for continuity
- Communicate transparently and honestly
- Assess common commitment to equity
- Engage in ongoing goal alignment
- Implement continuous learning activities (formal and informal)

Takeaways

- Embed powerful learning experiences and support into the program of study (via internships and mentorships)
 - a significant means of equipping aspiring leaders
 - Potentially provides diversity of context (particularly in large, diverse districts)—research suggests this is best for student learning
- Embed powerful teaching (via adjuncts)
 - Requires training
 - Requires communication
- Acknowledge (and to the extent possible, address) economic—and other—realities

Thank You!

- April Peters-Hawkins
- apetersh@central.uh.edu
- Twitter: @Dr_AprilPeters

What to do with next?

We want to hear from you. Please take one minute to complete the poll, which is located in the chat box.

For UPPI Network members, please join the post-session discussion by clicking the link in chat or in your email.

For others, please register for other sessions in the learning series.

Download session resources and recordings at
https://gtlcenter.org/products-resources/UPPI_Learning_Series