

### OLAC Evaluation Crosswalk - Principal

The principal will focus on the standard listed below, complete the associated modules, and review the other suggested resources.

Principal Signature:

Evaluator Signature:

Conference Dates:

Date of Completion:

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### Standard Six (Culture): Equity and Cultural Responsiveness

The effective educational leader models, supports and cultivates a school climate characterized by equity and inclusiveness.

**ODEW Essential Question for the Standard:** Have I done enough to remove obstacles and disparities in access to a valuable education for all students?

#### OLAC Focusing Questions for Principals' Self-Reflection: By Standard-

1. What steps can I and my leadership teams take to make school structures, climate features, and practices more equitable?
  - OLAC Module: [Family and Community Engagement](#)
  - OLAC Module: [Educational Equity: Understanding Why It's So Important](#)
  - OLAC Module: [Learning Supports](#)
  - OLAC Module: [Trauma Informed Practice](#)
  - OLAC Module: [Positive Behavioral Interventions and Supports](#)
  - Ohio Department of Education and Workforce: [Local Equity Plan \(LEAP\)](#)
  - Ohio Department of Education and Workforce: [One Needs Assessment](#)
  - Ohio Department of Education and Workforce: [Equity in Special Education: Disproportionality](#)
  - [Ohio Inclusive Instructional Leadership Programs](#)
  - Ohio Department of Education and Workforce: [Teaching and Learning Needs Survey: TELL Ohio](#)
  - TIES Center, University of Minnesota: [Inclusive Education](#)
  - CEEDAR Center and CCSSO: [The Role of Inclusive Principal Leadership in Ensuring an Equitable Education for Students with Disabilities](#)
  - Mid-Atlantic Equity Consortium (MAEC): [Tools and Resources](#)
  - [National Equity Project](#)

#### OLAC Focusing Questions for Principals' Self-Reflection: By Indicator-

6.3: The effective educational leader cultivates and monitors a school culture characterized by equity and inclusiveness.

1. Would I benefit from learning more about equity as a system-wide lever for change? Resources include:
  - OLAC Module: [Leadership](#)
  - OLAC Module: [Leadership for Early Childhood Care and Education](#)
  - OLAC Module: [Educational Equity: Understanding Why It's So Important](#)
  - OLAC Module: [Leading Literacy](#)
  - OLAC Learning Series: [Culturally Responsive Practice](#)
  - OLAC Cornerstone Connection: [Believing in the Possibilities: Creating Open and Collaborative Cultures to Provide Equitable Learning Opportunities and Improve Learning for Each Child](#)
  - Child Trends: [Students and Communities Can Be Better Served via Partnerships Between Community Organizations and Schools \(2024\)](#)
  - OLAC Cornerstone Connection: [Moving an Entire System: Youngstown City School District's Work to Improve Learning for Every Child Reflects Strong Commitment to Equity, Collective Practice](#)
  - [OLAC Lead the Way Podcast Series Episode #4: Courage and Educational Leadership - Part 1](#)
  - [OLAC Lead the Way Podcast Series Episode #5: Courage and Educational Leadership - Part 2](#)
  - [Ohio Inclusive Instructional Leadership](#)

- Harvard Business Review: [Why Inclusive Leaders are Good for Organizations, and How to Become One](#) (2019)
- TIES Center, University of Minnesota: [Inclusive Education](#)
- Ohio Department of Education and Workforce: [Equity in Special Education: Disproportionality](#)
- [OLAC Lead the Way Podcast Episode #8: Teams Working Towards Inclusive Instructional Practices](#)
- [Ohio's Continuous Improvement Toolkit](#)
- REL Midwest: [Gap Analysis Infographic](#)
- OLAC Cornerstone Connections: [Creating Dissonance that Supports Inquiry and Growth](#)

2. Would my staff benefit from protocols and agendas that help them focus inquiries and decision-making on equity and inclusiveness?

- National Center on Safe Supportive Learning Environments: [School Climate Improvement Resource Package](#)
- National Center on Safe Supportive Learning Environments: [Addressing the Root Causes of Disparities in School Discipline: An Educator's Action Planning Guide](#)
- REL Midwest: [Gap Analysis Infographic](#)
- National School Reforms Faculty: [Protocols and Activities, A to Z](#)
- Ohio Department of Education and Workforce: [Local Equity Plan](#)
- U.S. Department of Education: [Guiding Principles for Creating Safe, Inclusive, Supportive, and Fair School Climates](#) (March 2023)
- Evidence-Based Policy Collaborative: [Learning Agendas: Evidence Toolkit](#) (2018)
- OLAC Foundational Concept: [Inclusive School and District Culture](#)
- OLAC Foundational Concept: [The Common Good as the Ongoing Conversation about Schooling](#)