Leadership of Assessment, Inclusion, and Learning—Shelley Ann Scott
2015-10-20 This book provides pragmatic strategies and models for student assessment and ameliorates the heightened sense of confusion that too many educators and leaders experience around the complexities associated with assessment. In particular, it offers guidance to school and district personnel charged with fair and appropriate assessment of students who represent a wide variety of abilities and cultures. Chapters focus on issues that directly impact the educational lives of teachers, students, parents, and caregivers. Importantly, the confluence of assessment practices and community expectations also are highlighted. Assessment is highly politicised in contemporary society and this book will both confirm and challenge readers’ beliefs and practices. Indeed, discerning readers will understand that the chapters offer them a bridge from many established assessment paradigms to pragmatic, ethical solutions that align with current expectations for schools and district. Part One, readers engage with concepts and skills needed by school learning leaders to guide optimal assessment practices. Part Two delves into student assessment within and across disciplines. Part Three provides pragmatic approaches that address assessment in the context of inclusive intercultural education, pluralism, and globalisation.

How to Be an Inclusive Leader—Jennifer Brown 2019-08-20 We know why diversity is important, but how do we drive real change at work? Diversity and inclusion expert Jennifer Brown provides a step-by-step guide for the personal and emotional journey we must undertake to create an inclusive workplace where everyone can thrive. Human potential is unleashed when we feel like we belong. That’s why inclusive workplaces experience higher engagement, performance, and profits. But the reality is that many people still feel unable to bring their true selves to work. In a world where the talent pool is becoming increasingly diverse, it’s more important than ever for leaders to truly understand how to support inclusion. Drawing on years of work with many leading organizations, Jennifer Brown shows what leaders at any level can do to spark real change. She guides readers through the Inclusive Leader Continuum, a set of four developmental stages: unaware, aware, active, and advocate. Brown describes the hallmarks of each stage, the behaviors and mind-sets that inform it, and what readers can do to keep progressing. Whether you’re a powerful CEO or a new employee without direct reports, there are actions you can take that can drastically change the day-to-day reality for your colleagues and the trajectory of your organization. Anyone can—and should—be an inclusive leader. Brown lays out simple steps to help you understand your role, boost your self-awareness, take action, and become a better version of yourself in the process. This book will meet you where you are and provide a roadmap to create a workplace of greater mutual understanding where everyone’s talents can shine.

Authentic, Diversity and Inclusion Assessment—Robin Kelley 2020-05-09 The Authentic, Diversity, and Inclusion Leadership Assessment (ADILA) is designed as a single-selection, multiple-choice questionnaire. The assessment is composed of 132 questions to help define your current Authentic, Diversity & Inclusion Leadership style, skills, and qualities. This workbook includes an outline of your ‘Preferred ADILA Leadership Style’, Individual ADILA Leadership Skills and Qualities, and a Personal Leadership Development Plan.

Leadership for Inclusion—2010-01-01 Leadership for Inclusion: A Practical Guide makes a significant contribution to an emerging literature in which all professional educators, and especially principals, are beginning to vigorously take on the new challenges presented by inclusion and inclusive schooling. Overall, this volume of candid propositions about principals’ practice invites the reader to engage in likeninded analyses and syntheses and to enfold their newfound knowledge and skills into their leadership.

Inclusion: A Principled Guide for School Leaders—Nicola Crosby 2021-06-29 This valuable and accessible guide navigates school leaders and those in training through a number of key areas of inclusion, providing context and understanding, helpful definitions, examples of leadership in action, and ten essential principles of inclusive leadership. Inclusion: A Principled Guide for School Leaders discusses what a culture of inclusion should look like: in classes, in schools, and in the education sector more widely. Each chapter acts as a think piece to stimulate debate, to reflect upon the purpose of education, and to ask how far we have come in embracing inclusion. The book also offers suggested actions for principled leaders and illustrative case studies to bring the theory to life, taken from a range of schools and spanning a wide number of topics, including: Inclusive Learning Partnerships with Learners and Families Special Educational Needs Disadvantage and Socio-Economic Poverty Culture, Language and Ethnicity This book explores a variety of issues in inclusion, highlighting the implications for school leaders and offering an approach to develop learning for marginal groups through the Inclusive Leader Continuum, a set of four developmental stages: unaware, aware, active, and advocate. Brown describes the hallmarks of each stage, the behaviors and mind-sets that inform it, and what readers can do to keep progressing. Whether you’re a powerful CEO or a new employee without direct reports, there are actions you can take that can drastically change the day-to-day reality for your colleagues and the trajectory of your organization. Anyone can—and should—be an inclusive leader. Brown lays out simple steps to help you understand your role, boost your self-awareness, take action, and become a better version of yourself in the process. This book will meet you where you are and provide a roadmap to create a workplace of greater mutual understanding where everyone’s talents can shine.

Intentional Leadership for Effective Inclusion in Early Childhood Education and Care—Mary Moloney 2018-05-11 Intentional leadership can unite, motivate and empower all educators to work towards the common goal of creating a truly inclusive culture in which all children, with or without disabilities, are supported and enabled to fully participate in every aspect of daily life and learning. This book recognises diverse manifestations of special educational needs, from communication difficulties and delays in learning, to social and physical disabilities, and considers the ways in which these needs might be embraced within inclusive mainstream settings. Key to this is robust and purposeful leadership that removes barriers to learning, changes existing attitudes and values, motivates staff and foregrounds holistic learning opportunities and experiences. Chapters draw on theoretical models and reflect on international and national policies, and consider topics including: the image of the child physical, aesthetic and temporal aspects of the learning environment relational pedagogy, medium and short-term planning the role of assessment collaborative working with parents, families and other professionals. In-depth descriptions of behaviours and leadership strategies, practice scenarios and activities support the reader’s understanding. Intentional Leadership for Effective Inclusion in Early Childhood Education and Care is a comprehensive guide for students, teachers and practitioners involved in Early Childhood Education and Care, Social Care and Early Intervention programmes.

The 5 Disciplines of Inclusive Leaders—Andrés Tapia 2020-10-20 Diversity initiatives are falling short. This book shows leaders how to develop the skills needed to build sustainably inclusive organizations using a tested, research-based model developed by the global organizational consulting firm Korn Ferry. According to the journal Human Resource Management, companies are spending over $8 billion a year on diversity programs. Yet today, the senior leadership teams at Fortune 500 companies are far from mirroring the diversity of its workforce and its customers. Andrés Tapia and Alina Polonskaia, senior leaders at Korn Ferry, argue that to build sustainable diversity and inclusion, organizations need to have inclusive leaders at all levels. In this book, Tapia and Polonskaia draw on Korn Ferry’s massive database of 3 million leadership assessments to reveal the essential qualities of inclusive leaders. They discuss the personality traits these leaders share and detail how to develop what they call the five disciplines of inclusive leadership: building interpersonal trust, integrating diverse perspectives, optimising talent, applying an adaptive mindset, and achieving transformation. Tapia and Polonskaia also outline the competencies behind each discipline, describe individual and organizational exemplars of inclusive leadership, and show how the five disciplines enable leaders to unleash the power of all people and to build both structurally and
Inclusive Leadership - Bernardo M. Ferdman 2020-09-22 In a time of increasing divisiveness in politics and society there is a desperate need for leaders to bring people together and leverage the power of diversity and inclusion. Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies provides leaders with guidance and hands-on strategies for fostering inclusion and explains how and why it matters. Inclusive Leadership explores cutting-edge theory, research, practice, and experience on the pivotal role of leadership in promoting inclusion in diverse teams, organizations, and societies. Chapters are authored by leading scholars and practitioners in the fields of leadership, diversity, and inclusion. The book is solidly grounded in research on inclusive leadership development, diversity management, team effectiveness, organization development, and intergroup relations. Alongside the exhaustive scholarship are practical suggestions for making teams, groups, organizations, and the larger society more inclusive and, ultimately, more productive. Leaders and managers at all levels, HR professionals, and members of diverse teams will find Inclusive Leadership invaluable in becoming more effective at cultivating inclusive climates and realizing its many benefits—including innovation, enhanced team and organizational performance, and social justice. For more, visit: https://inclusiveleader.com

Assessment for Equity and Inclusion - A. Lin Goodwin 2012-12-06 How students are assessed can determine not only the quality, type, and degree of education they receive, but has long-term consequences for their future. Assessment by standardized testing often labels poor and minority children in ways that exclude them from opportune leaders and teams spanning the globe. The authors engage with the complexities and uncertainties of leading in education. They examine research, strategies of assessment by which students are included rather than excluded. Leaders, researchers, school leaders, and policymakers, and are key to advancing educational leadership, which has become an urgent concept to be internalized and practiced by all, regardless of positions, possessions, locations, or generations.

Leadership Strategies for Successful Schoolwide Inclusion - Dennis D. Munk 2010 A fresh research-based model for schoolwide inclusion: that's what education teams will have with this how-to guidebook, filled with practical forms and down-to-earth strategies for leading inclusion efforts and monitoring their success.

Which Two Heads Are Better Than One? - Juliet Bourke 2016-02-28

Future Alternatives for Educational Leadership - Deborah M. Netolicky 2021-09-02 This book offers provocations for what’s now and what’s next in educational leadership, simultaneously bringing the field both back to its basics—of equity, democracy, humanity, and education for all—and forward to productive, innovative, and necessary possibilities. Written during the pandemic reality of 2020, this collection shares the global voices and expertise of prominent, emerging leaders, and practitioners in education from the UK, the United States, South America, Canada, Europe, Australia, and the Middle East. The authors engage with the complexities and uncertainties of leading in education. They examine research, reflections, and real stories from which school leaders, education system leaders, policymakers, and researchers in the field of educational leadership, can learn, and in which they will find honesty, authority, and inspiration to guide the future of the field. The new perspectives and hopeful alternatives presented in this outstanding book are essential to researchers, school leaders, and policymakers, and are key to advancing education into positive and democratic futures.

Dare to Lead - Brené Brown 2018-10-09 #1 NEW YORK TIMES BESTSELLER • Brené Brown has taught us what it means to dare greatly, rise strong, and brave the wilderness. Now, based on new research and conducted with leaders, change makers, and culture shifters, she’s showing us how to put those ideas into practice so we can step up and lead. Look for Brené Brown’s new podcast, Dare to Lead, as well as her ongoing podcast Unlocking Us! NAMED ONE OF THE BEST BOOKS OF THE YEAR BY BLOOMBERG Leadership is not about titles, status, and wielding power. A leader is anyone who takes responsibility for recognizing the potential in people and ideas, and has the courage to develop that potential. When we dare to lead, we don’t pretend to have the right answers; we stay curious and ask the right questions. We don’t see power as finite and hoard it; we see power as productive and infinite when we share it with others. We don’t avoid difficult conversations and situations; we lean into vulnerability when it’s necessary to do good work. But daring leadership in a culture defined by scarcity, fear, and uncertainty requires skill-building around traits that are deeply and uniquely human. The irony is that we’re choosing not to invest in developing the hearts and minds of leaders at the exact same time that we’re scrambling to figure out what we have to offer that machines and AI can’t do better and faster. What can we do better? Empathy, connection, and courage, to start. Four-time #1 New York Times bestselling author Brené Brown has spent the past two decades studying the emotions and experiences that give meaning to our lives, and the past seven years working with transformative leaders and teams spanning the globe. She found that leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies all ask the same question: How do you cultivate braver, more daring leaders, and how do you embed the value of courage in your culture? In this new book, Brown uses research, stories, and examples to answer these questions in the no-bs style that millions of readers have come to expect and love. Brown writes, “One of the most important findings of my career is that daring leadership is a collection of four skill sets that are 100 percent teachable, observable, and measurable. It’s learning and unlearning that requires brave work, tough conversations, and showing up with your whole heart. Easy? No. Because choosing courage over comfort is not always our default. Worth it? Always. We want to be brave with our lives and our work. It’s why we’re here.” Whether you’ve read Daring Greatly and Rising Strong or you’re new to Brené Brown’s work, this book is for anyone who wants to step up and into brave leadership.

The Human Equity Advantage - Trevor Wilson 2013-06-04 Featuring case studies and practical diagnostic tools and assessments, a global diversity strategist and visionary leader outlines the 8 core competencies needed to create an equitable and inclusive work environment where employees are valued and developed to reach their highest potential.

The Routledge Companion to Inclusive Leadership - Joan Marques 2020-03-31 An important reference work on a practice that is needed more than ever in a VUCA world, this book helps readers understand the importance of responsibility, accountability, and values-based behavior in leadership. The broad approach to inclusive leadership presented in this volume highlights correlations between inclusive leadership and myriad issues, qualities, and circumstances that serve as foundations or impact factors on it. Some contributors review contemporary concepts and challenges such as change, innovation, the bottom line, sustainability, and performance excellence against inclusive leadership. Other contributors reflect on critical practices and qualities, such as trust, passion, ethics, spirituality, and empathy, and their relationships with inclusive leadership. A range of religious and spiritual influences are also evaluated in the context of inclusive leadership, such as (but not limited to) Buddhism, Taoism, Hinduism, Jainism, and Christianity. Postgraduate students, instructors, and coaches will appreciate this comprehensive look at inclusive leadership, which has become an urgent concept to be internalized and practiced by all, regardless of positions, possessions, locations, or generations.

Leadership U - Gary Burnison 2020-06-24 Accelerating Through the Crisis Curve Leadership is all about others—inspiring them to believe, then enabling that belief to become reality. That’s the essence of Leadership U; it starts with “U” but it’s not about “U.” Those timeless words are timelier than ever today, as leaders look to accelerate through the crisis curve. As author Gary Burnison observes, “There will likely be more change in the next two years than we have seen in the last twenty.” Now, in Leadership U: Accelerating Through the Crisis Curve, Burnison lays out a framework—his “Six Degrees of Leadership”—to show leaders how to create change. Anticipate—foresaying what lies ahead, amid ambiguity and uncertainty that are throttled up like never before Navigate—course-correcting in real time, to keep the organization on an ever keel Communication—constantly connecting with others; the leader is both the messenger and the message. Listen—breaking down the organizational hierarchy to gather insights at all levels—especially what the leader doesn’t want to hear Learn—applying learning agility, to “know what to do when you don’t know what to do” Lead—embracing others in a bottom-up culture that is more nimble, innovative, and entrepreneurial than ever before. Only by embracing these truths can leaders master another “U”—the “crisis curve” that will completely disrupt the business landscape. The world has changed—forever. The old days are far to remembrance about, but you can’t stay there. Today leadership means becoming comfortable with being uncomfortable. As Burnison says, when a door closes, leaders cannot afford to stand there, staring at it. It’s a “get up or give up” moment. For leaders, the only choice is to find and open another door. Leadership U defines and inspires the pathway through that door.
Your Students, My Students, Our Students - Lee Ann Jung 2019-09-25
Your Students, My Students, Our Students explores the hard truths of current special education practice and outlines five essential disruptions to the status quo. Authors Lee Ann Jung, Nancy Frey, Douglas Fisher, and Julie Kroener show you how to - Establish a school culture that champions equity and inclusion - Rethink the long-standing structure of least restrictive environment and the resulting service delivery - Leverage the strengths of all educators to provide appropriate support and challenge - Collaborate on the delivery of instruction and intervention - Honor the aspirations of each student and plan accordingly. To realize authentic and equitable inclusion, we must relentlessly and collectively pursue change. This book—written for "special educators" or "general educators"—but for all educators—addresses the challenges, maps out the solutions, and provides tools and inspiration for the work ahead. Real-life examples of empowerment and success illustrate just what's possible when educators commit to the belief that every student belongs to all of us and all students deserve learning experiences that will equip them to live full and rewarding lives.

The Leader in Me - Stephen R. Covey 2012-12-11 Children in today's world are inundated with information about who to be, what to do and how to live. But what if there was a way to teach children how to manage priorities, focus on goals and be a positive influence on the world around them? The Leader in Me is that programme. It's based on a hugely successful initiative carried out at the A.B. C. Combs Elementary School in North Carolina. To hear the parents of A. B. Combs talk about the school is to be amazed. In 1999, the school debuted a programme that taught The 7 Habits of Highly Effective People a pilot group of students. The parents reported an incredible change in their children, who blossomed under the programme. By the end of the following year the average end-of-grade scores had leapt from 84 to 94. This image will launch the programme onto a much higher platform. Stephen R. Covey takes the 7 Habits, that have already changed the lives of millions of people, and shows how children can use them as they develop. Those habits - be proactive, begin with the end in mind, put first things first, think win-win, seek to understand and then to be understood, synergize, and sharpen the saw - are critical skills to learn at a young age and bring incredible results, proving that it's never too early to teach someone how to live well.

Managing Special and Inclusive Education - Stephen Rayner 2007-09-18 'This book is about putting the theory of effective management and leadership into practice in the constantly changing context of meeting the complex needs of children and young people...It is an excellent resource for those who work in, or who aspire to work in, children's services, education or multidisciplinary settings, at managerial or leadership level' - British Journal of Special Education This book is a guide to special and inclusive education and provides a framework of this complex field. The author examines context, policy and practice, and shows how to successfully navigate the managerial challenges involved, while contributing to the way forward through leadership in a diverse field. The author considers the present inclusion imperative with its implications for strategic leadership, planning and provision. He presents an inclusive style of leadership for an integrative management of individual differences in education, as well as a critical review of managing inclusive learning and teaching in school contexts. Written for aspiring and practising school leaders, this book is essential for those with responsibility for inclusion, school leaders in special schools, SENCOs, SEN advisors, and students on SEN management CPD or NPQH courses.

Accelerating Change in Schools - Linda Duder 2017-03-24 This book presents major findings from a research study exploring the leadership needed to enact rapid change - defined as three years or less - in various school contexts, overtly including the perspectives of leaders, teachers, students, parents, community members, and district leaders.

Caribbean Discourse in Inclusive Education - Stacey Blackman 2017-03-01 Caribbean Discourse in Inclusive Education is an edited book series that aims to give voice to Caribbean scholars, practitioners, and other professionals working in diverse classrooms. The book series is intended to provide an ongoing forum for Caribbean researchers, practitioners, and academics, including those of the Diaspora, to critically examine issues that influence the education of children within inclusive settings. The book series is visionary, timely, authoritative and presents pioneering work in the area of inclusive education in the Caribbean, as part of the broader South/South dialogue. It is essential reading for students in undergraduate and postgraduate programmes, scholars, teachers, researchers and policy makers at the regional and international level. The first book in this series entitled Historical and Contemporary Issues will trace the history and examine the Caribbean’s trajectory towards the development of inclusive education in the 21st Century. The main premise of the book is that inclusion remains an ideal - developed sound goal, which remains eluding the Caribbean. It will also provide a wider platform to discuss other factors that influence the development of inclusive education such as school climate, culture and ethos, LGBT issues, teacher training and professional development, pedagogy, pupil perspective, curriculum, policy and legislation.

The Power of Inclusion - Michael C. Hyter 2009-12-31 There is an enormous amount of wasted potential within organizations today because most do not adequately tap in to the wealth of human capital available to them. Most organizations believe that they are meritocratic, but that is a myth that masks the real situation of unequal opportunity that exists in most firms. Exclusionary tendencies are built into leadership, management, and human resources practices that perpetuate unequal opportunity. Most companies “sort and select,” hiring others most like themselves, and focus training and development on those who are identified as high potential. This book makes a business case for a new inclusive model of human resource development, driven by the demands of increasingly diverse workplaces and continuing expansion of the global economy. It demonstrates that people who succeed often acquire their talent because of the development attention they have received, and it shows how to create a culture of inclusion and development and to unlock employee potential and productivity. The authors’ approach -- developing talent in all employees -- will launch the human resource systems and senior leadership commitment with that goal — is a response to a business challenge facing corporate North America today. The patterns of exclusion and preference that limit human potential are universal; this book offers management insights for any corporate audience serious about maximizing productivity in the competitive global economy.

Lead Like an Ally - Julie Kratz 2020-01-07 Lead Like an Ally facilitates positive change by including six leadership strategies, such as clean up the culture, stretch talent equally, establish ally networks, teaching how to navigate the managerial challenges involved, while contributing to the way forward through leadership in a diverse field. The author considers the present inclusion imperative with its implications for strategic leadership, planning and provision. He presents an inclusive style of leadership for an integrative management of individual differences in education, as well as a critical review of managing inclusive learning and teaching in school contexts. Written for aspiring and practising school leaders, this book is essential for those with responsibility for inclusion, school leaders in special schools, SENCOs, SEN advisors, and students on SEN management CPD or NPQH courses.

Inclusive Leadership: The Definitive Guide to Developing and Executing an Impactful Diversity and Inclusion Strategy - Charlotte Sweeney 2016-11-01 The most successful organisations are those with the most diverse and b
Belonging and Inclusion in Identity Safe Schools—Becki Cohn-Vargas 2021-08-17 Lead an identity safe learning community where students of all backgrounds thrive. Students of all backgrounds reach their full potential when they feel a sense of belonging and inclusion. When their social identities are valued over assets rather than barriers to learning, they flourish. This guide provides evidence-based strategies that support you as a leader in creating an environment that promotes identity safe students, who experience a challenging curriculum that respects their diverse social identities. Features in the book include: Guiding principles for student voice, equity, and equality; reflecting multiculturizing acceptance; examining race, ethnicity, gender, and other differences; ideas and examples for anti-racist dialogue and activities for teachers and students that counter colorblind practices, stereotype threat and biases, Vignettes, and examples of identity safe practices for students and adult learning for staff, families, and the community systems for student-centered assessment and data collection. Resources for developing equitable school policies and a comprehensive identity safety plan for your school. Educators fulfill the promise of an equitable education when students of all backgrounds know that who they are and what they think matters. Start the journey to become an identity safe school and see the results for yourself! “Belonging and Inclusion in Identity Safe Schools: A Guide for Educational Leaders is a timely and important book. For several years, the nation’s schools have been asked to focus their energies on raising student achievement. However, too often educators have ignored the need to honor, support, and affirm the identities of the students they serve. For educators who serve children of color, particularly Black, Native American, and Latinx children, who are often subject to overt and covert forms of forced assimilation, this book will be an invaluable resource on how to create learning opportunities that hold potential for such children to thrive.” —Pedro Noguera, Dean of Rossier School of Education, University of Southern California “Bravo to authors Cohn-Vargas, Gogolewski, Creer Kahn, and Epstein for their groundbreaking book on Identify Safe Schools for Administrators and Teacher and Staff Leaders! This guide provides needed evidence for educators to elevate and even inspire the equity, empowerment, and academic growth needed to wholly support all children to flourish in school and their lives.” —Debbie Zacarian, Director, Zacarian and Associates


From Goals to Growth—Lee Ann Jung 2018-03-28 All students deserve research-based, systematic support and a team that is committed to their success. In this book, Lee Ann Jung lays out a growth planning process that integrates seamlessly with existing IEP and Response to Instruction and Intervention (RTI2) structures and is also suitable for any student who has individualized or personalized goals, whether or not that student qualifies for special education services. Here, general education teachers, special education teachers, educational leaders, and related service providers will find a practical approach to creating growth plans that are both meaningful and effective. Learn how to: • Select the skills to target. • Determine the settings for intervention and support. • Develop growth attainment scales to ensure accurate and uniform monitoring. • Write measurable goals. • Select and develop interdisciplinary support strategies. • Measure progress and use data to inform your next steps. Stories of students at different grade levels and with various academic and behavioral goals illustrate the process, and full-color interdisciplinary growth plans show how the elements combine to ensure consistent and targeted support in everyday settings, uniform data collection, and easy reporting. Jung’s approach will simplify and expand your school’s support and intervention efforts and help you build a truly inclusive culture, in which the success of all students is the responsibility of all staff.

Diversity, Equity, and Inclusion For Dummies—Consumer Dummies 2021-12-29 Leaders must adopt new mindsets, skillsets, and behaviors. Dr. Shirley Davis will address all of these issues for leaders and practitioners to give them a conceptual and theoretical understanding of DEI at work. By including real-world examples, stories, case studies, checklists, assessments, and strategies, DEI in the Workplace For Dummies will equip leaders with the knowledge, skills, and best approaches for how to develop, lead, measure and sustain DEI change initiatives in their organizations. Additionally, How to have difficult/uncomfortable conversations (tactics and strategies), or how to have more impactful conversations. Defining DEI and other associated terms The four layers/dimensions of diversity The business case for DEI and how it impact the bottom line DEI Audits and Organizational assessments to identify systemic and institutional inequities (race, gender, disability, LGBTQ+, age, etc.) in the areas of pay, promotions, hiring, climate development, workforce and succession planning, etc. Diversifying Boards to support their organizations + DEI efforts How to increase the sourcing and recruiting pipeline for diverse talent—recruiting strategies Building diverse teams

Handbook of Research on Educational Leadership for Equity and Diversity—Linda C. Tillman 2013-08-21 The rapid growth of diversity within U.S. schooling and the heightened attention to the lack of equity in student achievement, school completion, and postsecondary attendance has made equity and diversity two of the principle issues in education, educational leadership, and educational leadership research. The Handbook of Research on Educational Leadership for Equity and Diversity is the first research-based handbook that comprehensively addresses the broad diversity in U.S. schools by race, ethnicity, culture, language, gender, disability, sexual identity, and class. The Handbook both highly values the critically important strengths and assets that diversity brings to the United States and its schools, yet at the same time candidly critiques the destructive deficit thinking, biases, and prejudices that undermine school success for many groups of students. Well-known chapter authors explore diversity and related inequities in schools and the achievement problems these issues present to school leaders. Each chapter reviews theoretical and empirical evidence of these inequities and provides research-based recommendations for practice and for future research. Celebrating the broad diversity of U.S. schools, the Handbook of Research on Educational Leadership for Equity and Diversity critiques the inequities connected to that diversity, and provides evidence-based practices to promote student success for all children.

Assessment in Practice—Alicia Curtin 2019-10-01 Assessment in Practice explores timely and important questions in relation to assessment. By examining the relationship between identity, culture, policy and inclusion, the book investigates the conflicted and fractured battleground of assessment, and challenges current and practice-based understandings of assessment practice. The authors encourage the reader to reconceptualise assessment as a sociocultural practice. Each chapter studies a key theme in the understanding of assessment policy and practice from a sociocultural perspective and provides questions to prompt reflection on the key assessment concepts outlined in the book. Using culture as both a lens and an analysis tool, the chapters examine topics such as: The social order of assessment, how assessment works in the world and how learning could be assessed Perspectives on social justice and assessment, with a particular focus on social class and other potential inequalities on the experiences of assessment for young people Discussions of assessment and the assessment of students with special education needs as well as the role of inclusivity in assessment practice Writing academic papers and academic articles This guide provides evidence-based practices to promote student success for all children.

Expand Beyond Your Current Culture—Leslie Short 2021-01-12 Successful diversity and inclusion requires DEI programs that are strategic and proactive, with unlimited vision, part of an overall organizational culture. Unfortunately, most approaches to diversity and inclusion haven’t been successful—half of all workers from underrepresented groups experience bias every day at work even though their organizations have diversity programs in place. So what should organizations do? In Expand Beyond Your Current Culture, Leslie Short examines the continually evolving DEI challenges that organizations face and shows leaders how to ensure that all employees have opportunities to express who they are and are comfortable doing so. In an engaging, conversational style she offers tips on how to think differently about diversity and inclusion to achieve a sustainable, diverse and inclusive workplace. In this inspiring new book you’ll discover: Why many DEI programs haven’t worked and what you can do differently New ways to think about cultural differences and how unconscious and implicit bias affects the workplace The understanding of Nothing About Us Without Us How to identify DEI needs and measure progress in meeting them How to engage in meaningful conversations about diversity and inclusion with others in the organization Ways to ensure that your company culture matches what it says about diversity and inclusion What your organization needs to do to clearly demonstrate its commitment to diversity and inclusion How to educate and sensitize not only senior leaders but all employees What tools that senior leaders, DEI directors, and employees need to succeed How organizations in other countries are approaching corporate diversity and inclusion

Education for Inclusion and Diversity—Adrian Ashman 2014-08-01 For
special education courses in schools of early childhood, primary and secondary education. Education for Inclusion and Diversity 5e continues to build on the concept of inclusive curriculum and the diversity of learning needs. This Australian text gives students a broad understanding of the principles of inclusive education, and the ways in which teachers can accommodate the differing learning needs of their students. It has been written by experts in the field of inclusion and special needs education with the particular aim of teaching students how to apply the ideas that have been presented in each chapter.

Diversity within Diversity Management-Andri Georgiadou 2019-05-07
This edited collection of case studies from around the globe, seeks to shed light on existing knowledge while decreasing social friction. When this doesn’t happen and it becomes emotionally expensive to say what you truly think and feel, that lack of psychological safety triggers the self-censoring instinct, shuts down learning, and blocks collaboration and creativity. Timothy R. Clark, a former CEO, Oxford-trained social scientist, and organizational consultant, provides a research-based framework to help leaders transform their organizations into sanctuaries of inclusion and incubators of innovation. When leaders cultivate psychological safety, teams and organizations progress through four successive stages. First, people feel included and accepted; then they feel safe to learn, contribute, and finally, challenge the status quo. Clark draws deeply on psychology, philosophy, social science, literature, and his own experiences to show how leaders can build psychological safety in their organizations, creating an environment where employees feel included, fully engaged, and encouraged to contribute their best efforts and ideas. Perhaps the leader’s most challenging task is to increase intellectual friction while decreasing social friction, allowing people to be vulnerable as they learn and grow, they will perform at their best efforts and ideas. Perhaps the leader’s most challenging task is to increase intellectual friction while decreasing social friction, allowing people to be vulnerable as they learn and grow, they will perform better. While there is wide consensus in higher education that global learning is essential for all students’ success, there are few models of how to achieve this goal. The authors of this book, all of whom are from one of the nation’s largest and most diverse research universities, provide such a model and, in doing so, offer readers a broad definition of global learning that both encompasses a wide variety of modes and experiences—in-person, online, and in co-curricular activities at home and abroad—and engages all students on campus. They provide a replicable set of strategies that embed global learning throughout the curriculum and facilitate high quality, high-impact global learning for all students. The approach this book describes is based upon three principles: that global learning is a process to be experienced, not a thing to be produced; that it requires all students’ participation—particularly the underrepresented—and cannot succeed if reserved for a select few; and that global learning involves more than mastery of a particular body of knowledge. The authors conceptualize global learning as the process of diverse people collaboratively analyzing and addressing complex problems that transcend borders of all kinds. They demonstrate how institutions can enable all students to determine relationships among diverse perspectives on problems and develop equitable, sustainable solutions for the world’s interconnected human and natural communities. What’s more, they describe how a leadership process—collective impact—can enable all stakeholders across departments and disciplines to align and integrate universal global learning throughout the institution and achieve the aims of inclusive excellence. Providing examples of practice, this book: • Offers a model to make global learning universal; • Provides a definition of global learning that incorporates diversity, collaboration, and problem solving as essential components; • Describes effective leadership for implementation consistent with the attributes of global learning; • Illustrates integrative, high-impact global learning strategies within the access pipeline, students’ coursework, and co-curricular activities; • Offers practical strategies for global learning professional development, student learning assessment, and program evaluation; • Promotes inclusive excellence through universal global learning. This book is co-published with NAfSA.

Leading on Inclusion-Mhairi C. Beaton 2021-04-22
This comprehensive resource provides a range of perspectives on inclusion, giving Special Educational Needs Co-ordinators (SENCOs) the opportunity to consider the principles and practice that underpin their leadership role. Offering a blend of academic and professional knowledge, each chapter explores different aspects of the role of the SENCO and supports areas that will be considered as part of the National Award for SENCOs. A variety of essential topics are covered, from the importance of SEND provision and multi-disciplinary practice, to the role of the SENCO and leadership. Key features of this book include: Contributions by leaders of the National Award for Special Educational Needs Co-ordinators working with trainee SENCOs across the country A focus on encouraging SENCOs to think deeply about their own individual practice through engagement with cutting-edge research A flexible structure that can be read as a whole, or dipped in and out of as professional learning needs require This book provides an opportunity for readers to engage with a multiplicity of voices and approaches, allowing them to critically explore their role as leaders of SEND provision in schools. It is an invaluable resource both for students and those already within the role of Special Educational Needs Co-ordinator.