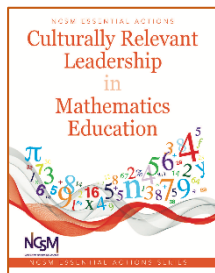


## Essential Actions for Culturally Relevant Leadership in Mathematics Education



**NCSM: Leadership in Mathematics Education**, identifies 12 essential culturally relevant leadership actions. Each of these essential leadership actions are tied to the four guiding principles from the *Framework for Leadership in Mathematics Education*: Empower, Design, Monitor and Advocate. These culturally relevant practices are grounded in applying equitable mathematics teaching practices, building strong classroom communities with an awareness of the included cultures, selecting, and applying culturally relevant mathematics tasks, and implementing culturally relevant instruction.

### EMPOWER and nurture a culture of productive professionalism.

Imperative	Essential Action	Culturally Relevant Leadership Actions
<b>Imperative 1</b> <i>Commitment to Self</i>	Ensure assumptions, beliefs, expectations and habits are examined in order to shape the school or department's culture around teaching and learning of mathematics.	<b>Leadership Action 1</b> Build a shared understanding of how to cultivate identity, agency, and positive self-efficacy for ALL.
<b>Imperative 2</b> <i>Commitment to Colleagues</i>	Ensure a culture of reflection, refinement, and action focused on continuous improvement in mathematical learning.	<b>Leadership Action 2</b> Cultivate a culture of continuous improvement and refinement while building cultural competence.
<b>Imperative 3</b> <i>Commitment to Others</i>	Ensure students, teachers, families, and community partnerships are built upon.	<b>Leadership Action 3</b> Listen and incorporate student, family, and community voices through authentic partnerships.

### DESIGN and implement structures that support high-quality mathematics teaching and learning for every teacher.

Imperative	Essential Action	Culturally Relevant Leadership Actions
<b>Imperative 1</b> <i>Commitment to Self</i>	Ensure mathematics learning for all students through organizational structures, time and resource allocation, and systemic supports that are aligned, intentional, and equitable.	<b>Leadership Action 4</b> Foster collaborative spaces and allocate resources for teachers to design, adapt, and enhance culturally relevant tasks.
<b>Imperative 2</b> <i>Commitment to Colleagues</i>	Ensure systems of continual collaborative, job-embedded professional learning to build teacher and leader capacity and increase efficacy.	<b>Leadership Action 5</b> Provide job-embedded professional learning to build teacher and leader capacity of culturally relevant task design and implementation.
<b>Imperative 3</b> <i>Commitment to Others</i>	Ensure sustainability through engaging all stakeholders in systemic, long-range strategic planning for all teaching and learning improvement initiatives.	<b>Leadership Action 6</b> Create structures for teachers to partner with students, families, and community organizations to reflect and refine based on stakeholder voice.

## MONITOR and act on evidence of student learning.

Imperative	Essential Action	Culturally Relevant Leadership Actions
<b>Imperative 1</b> <i>Commitment to Self</i>	Ensure the design and use of high-quality, aligned assessments and equitable assessment processes that guide meaningful reflection and action.	<b>Leadership Action 7</b> Engage teachers in a cycle of continuous improvement for task development, adaptation, implementation, and impact on student identity and learning.
<b>Imperative 2</b> <i>Commitment to Colleagues</i>	Ensure that the evidence of learning collected from every assessment is used to inform the design of curriculum, instruction, and the assessments themselves.	<b>Leadership Action 8</b> Collect evidence of culturally relevant task implementation and the impact on student learning.
<b>Imperative 3</b> <i>Commitment to Others</i>	Ensure every student is provided access to grade-level content and intensification based on evidence of student learning.	<b>Leadership Action 9</b> Analyze the impact of culturally relevant practices on identity, agency, and student efficacy.

## ADVOCATE and expect high-quality, equitable mathematics teaching and learning for every student.

Imperative	Essential Action	Culturally Relevant Leadership Actions
<b>Imperative 1</b> <i>Commitment to Self</i>	Ensure that every teacher possesses a shared understanding of the vision of high-quality mathematics instruction and the actions required to meet the vision.	<b>Leadership Action 10</b> Develop a shared understanding of culturally relevant practices and team actions to support equitable mathematical teaching practices.
<b>Imperative 2</b> <i>Commitment to Colleagues</i>	Ensure that every teacher possesses the skills and knowledge necessary to design and implement meaningful learning experiences that lead to student understanding of mathematics.	<b>Leadership Action 11</b> Ensure necessary professional learning and team collaboration to support implementation of culturally relevant and equitable mathematics teaching practices.
<b>Imperative 3</b> <i>Commitment to Others</i>	Ensure that all stakeholders have a clear understanding of high-quality mathematics instruction and how to support it.	<b>Leadership Action 12</b> Engage stakeholders to develop a shared understanding of culturally relevant and equitable mathematics teaching practices.

### Learn more about our *Essential Actions* series!

NCSCM's *Essential Actions* for leadership book series debuted in 2019. Based on the *Framework for Leadership in Mathematics Education*, each book focuses on essential leadership actions for someone serving in a particular leadership role.

