


Figure 2.3. *Empower Leadership Actions with Guiding Questions*

EMPOWER and nurture a culture of productive professionalism.	
Leadership Actions	Guiding Questions
<p>Leadership Action 1 Build a shared understanding of how to cultivate identity, agency, and positive self-efficacy for ALL.</p>	<p>In my leadership role:</p> <ul style="list-style-type: none"> • To what extent do I believe that all students can learn mathematics and that all teachers can become better mathematics teachers? • How can I cultivate a belief system where all teachers believe all students can learn mathematics and expect academic excellence? • How can I support teachers in cultivating positive identity, agency, and self-efficacy for themselves and the students they serve? • What opportunities do I provide for teachers and leaders that I serve to examine their own culture and learn about the culture of the communities they serve?
<p>Leadership Action 2 Cultivate a culture of continuous improvement and refinement while building cultural competence.</p>	<p>In my leadership role:</p> <ul style="list-style-type: none"> • How do my professional learning plans and other organizational structures encourage continuous improvement? • How do the coaching strategies I use encourage teachers/leaders to reflect, refine, and create culturally relevant mathematical tasks? • How do I create opportunities to compare our perspectives to those of others, seeking commonalities and appreciating differences through mathematical tasks?
<p>Leadership Action 3 Listen and incorporate student, family, and community voices through authentic partnerships.</p>	<p>In my leadership role:</p> <ul style="list-style-type: none"> • How have I created a process for listening and incorporating stakeholder voices in our mathematics curriculum? • How have I developed structures at the site, district, state, or provincial level that invite community members and families to engage with the system in meaningful ways? • How does the school culture reflect the community culture? Are all aspects of the community culture represented in our school culture? If not, why not?

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