

**Equity Leadership in High Need Schools:**  
**Building High Quality Effective Instructional Leaders to Improve Student Outcomes**  
*Absolute Priority 2 (2) and Invitational Priority Micro-credentials*

**Project Goals**

This project will develop Principal competencies to be instructional and transformational leaders in high need schools. Using a promising professional development practice, the Equity Leadership Series, authored by McCart, McSheehan, Sailor, Mitchiner, and Quirk (2016) with evidence provided in Kozleski and Choi (2018) and Choi, Meisenheimer, McCart, and Sailor (2017), this **Project's Goals** are to:

- (1) Develop Equity Leaders who transform school cultures and improve student outcomes.
- (2) Create district capacity to sustain and develop future Equity Leaders.
- (3) Establish What Works Clearinghouse Moderate Evidence for the Equity Leadership Series.
- (4) Disseminate nationally the Equity Leadership Series with associated portable competency-based micro-credentialing.

**Expected Outcomes**

As a result of this project, Principals will be able to lead school-based teams to install and continuously improve evidence-based practices that meet the literacy, numeracy, and remedial needs of the students they serve. Principals will apply their leadership competencies to install equity-based MTSS, to accelerate the effect on student outcomes and build a core competency (Council of Chief State School Officers, 2017) resulting in:

- (1) 70 highly effective Equity Leaders (Principals) who serve more than two years, resulting in improved academic outcomes for high need students
- (2) Sustained, scaled, and continuously improved Equity Leadership professional learning in districts
- (3) What Works Clearinghouse moderate evidence for replication and widespread use of the Equity Leadership Series
- (4) Portable micro-credential system for Equity Leadership that reaches all states
- (5) Equity Leadership competencies to improve student outcomes developing in universities, states and districts through the nation

**Program Description**

The Equity Leadership Series for Principals includes five key professional development components: (1) Learning Sessions, (2) Job-Embedded Coaching, (3) Measurement of Progress, (4) Micro-Credentials, and (5) Whole System Engagement (district and school staff). The project is structured to enable efficacy studies to be conducted, while at the same time ensuring all Principals who participate will eventually receive the benefits of the Equity Leadership Series using a group randomized control trial with a wait-list design, grouping schools in each district into matching pairs based on prognostic covariates and then randomly assigning schools in each district to one of four cohorts.

**Key Partners.** SWIFT Education Center at the University of Kansas in partnership with the University of Oregon, Boise State University, University of Mississippi, and the University of Southern California will work with four regional paired urban and rural high-need districts.