

## CENTRAL OFFICE SUPPORT

*If* the **central office team** leads the vision of excellence through equity across all schools and departments with a focus on enhancing systems of equity that focus on teaching and learning by:

Establishing a strategic focus on equity-centered leadership and supporting culturally responsive schools

Using data, information and feedback to drive action and to lead the vision for excellence through equity

Creating ongoing professional learning opportunities to model district cultural norms

Hiring and retaining equity-minded leaders and staff

Ensuring professional development for standards based cycles of inquiry across departments and schools

Establishing the space for innovation for excellence through equity

Providing for equitable distribution of resources and ensuring accountability

Authentically engaging staff, scholars, families and community

Creating a collaborative culture across departments and schools

## PRINCIPAL

*Then* principals will:

Lead all staff in the development of an equitable, culturally responsive-sustainable environment emphasizing scholar voice as a focus

Use feedback and monitoring as a strategy, modeling expectations, designing systems and structures of collaboration and accountability

Select and retain equity minded staff

Create ongoing professional development

Use data to drive action and increase scholars' learning

Ensure the space for scholar voice to be practiced, strengthened, utilized and amplified

Actively support a positive learning culture to support all scholars and colleagues

## EDUCATOR

*Then* all **teachers** and **support staff** will:

Be seen, heard, included and valued in culturally responsive environments

Be empowered to collaborate and share in decision making

Create safe spaces and cultivate equitable, culturally responsive-sustainable environments

Employ research-based, standards-based cycles of inquiry with systems of accountability for learning

Empower scholars to become agents of their own learning

## SCHOLAR

*Then* our **scholars** are:

Seen, heard, included and valued in culturally responsive environments

Challenged, supported and actively engaged with rigorous teaching and learning

Agents of their own learning

Prepared to achieve at the highest level academically, socially and emotionally so they are college and career ready graduates and future leaders

Effecting systemic change

Excellence  
through Equity



Akron Public Schools.

Transforming – Engaging – Sustaining