

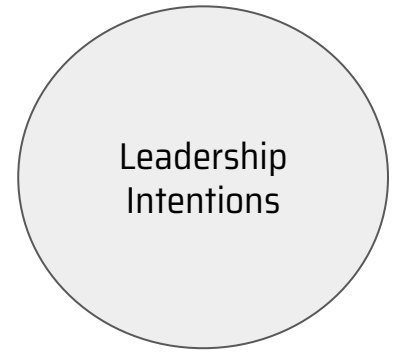
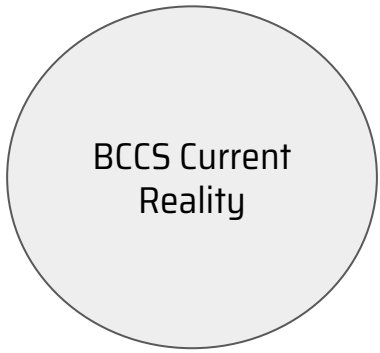
A Justice Centered Leadership Practice



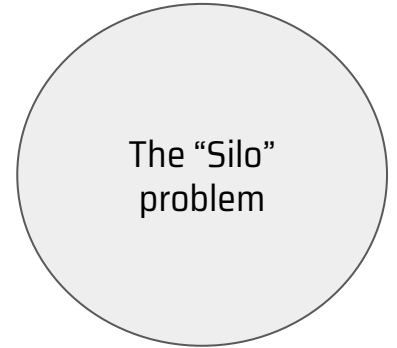
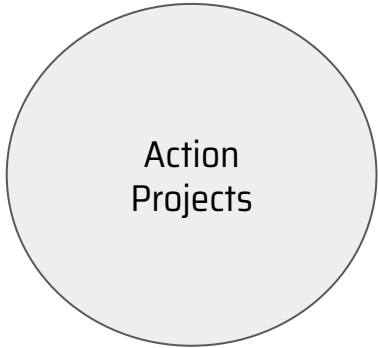
**BROOKLYN
CENTER**
COMMUNITY
SCHOOLS

WE STAND FRONT AND CENTER

TECHNOLOGY SCIENCE
ENGINEERING
MATHEMATICS
ARTS
LEARNING
NCEARTS
TECHNOLOGY
SCIENCE
ENGINEERING
MATHEMATICS
ARTS
LEARNING

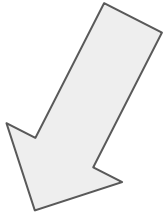


What is the most
important thing we need
to do in order to lead
through the strategic
plan?

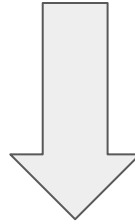


We must become Justice-Centered Leaders

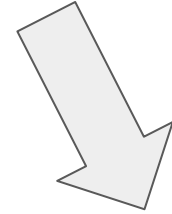
HOW?



Systematize the Pillars of
Community Schools



Decentralized Evaluation and
Growth Process



Create critical spaces for growth,
development and transparent
Communication

Systematize the Pillars of Community Schools (In all we do)

Build our understanding,
knowledge and practice

Develop integrated student
support model

Create a tool for community to
easily access supports



Expanded student learning
experiences through the
community

Align with systematized
operations: SIP, Staffing, Budget,
etc..

Align with professional
expectations

Decentralize a transparent growth and evaluation process for leaders

Revamp PM for leaders to ensure alignment to equity framework and strategic plan

360 feedback

Develop individual and group equity and justice projects



Share goals with all district staff

Goals aligned to leadership intentions

Develop data collection to determine qualitative measure for growth

Create critical spaces for development, growth and transparent communication

PD to develop equity and justice guide posts

Develop communications to lead through and message

Design monthly needs assessments to respond to needs of our community



Deprivatize and share information

Practice the 4 pillars in our leadership behaviors

Design qualitative community based data to tell the story of our journey

We must become Justice-Centered Leaders

Next steps

1. Meeting Space: “LEADS” every other week
2. Norms to elevate our practices
3. Actions and Outcomes:
 - i. Integrated students support model
 - ii. Performance management revamp for district leaders
 - iii. Communications to share journey with district staff
 - iv. PD for to support district leaders equity and justice projects
4. Day to Day:
 - i. COVID Business Plan
 - ii. Opening week PD
 - iii. Open House
5. Measurement: how will we measure our growth in both qualitative and quantitative ways? How will we measure our growth in conventional and community based ways?