

# **Inclusive Leadership Breakout**

## **SPDG National Meeting**

Wednesday, October 14<sup>th</sup> – 1:30-2:30PM ET



# Agenda

- ⌘ **AIPL State Initiative Overview**—Kaylan Connally, CCSSO
- ⌘ **The Georgia Story and Case Study**—Zelphine Smith-Dixon and Wina Low, Georgia Department of Education
- ⌘ **Panel Conversation**—Kaylan Connally (moderator), Zelphine Smith-Dixon, and Wina Low
- ⌘ **Q&A and Discussion**—All



**ADVANCING INCLUSIVE PRINCIPAL LEADERSHIP (AIPL)  
STATE INITIATIVE OVERVIEW**



# Advancing Inclusive Principal Leadership (AIPL) State Initiative: Our Goal

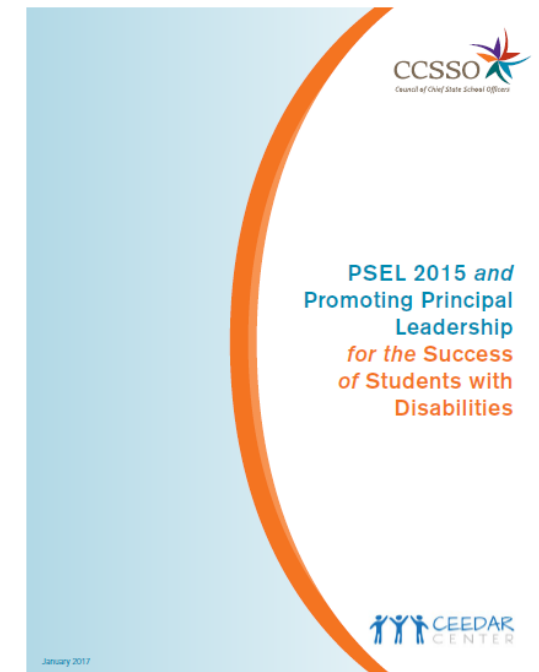
*Create and implement principal leadership plans focused on improving outcomes for each student, with a focus on students with disabilities.*



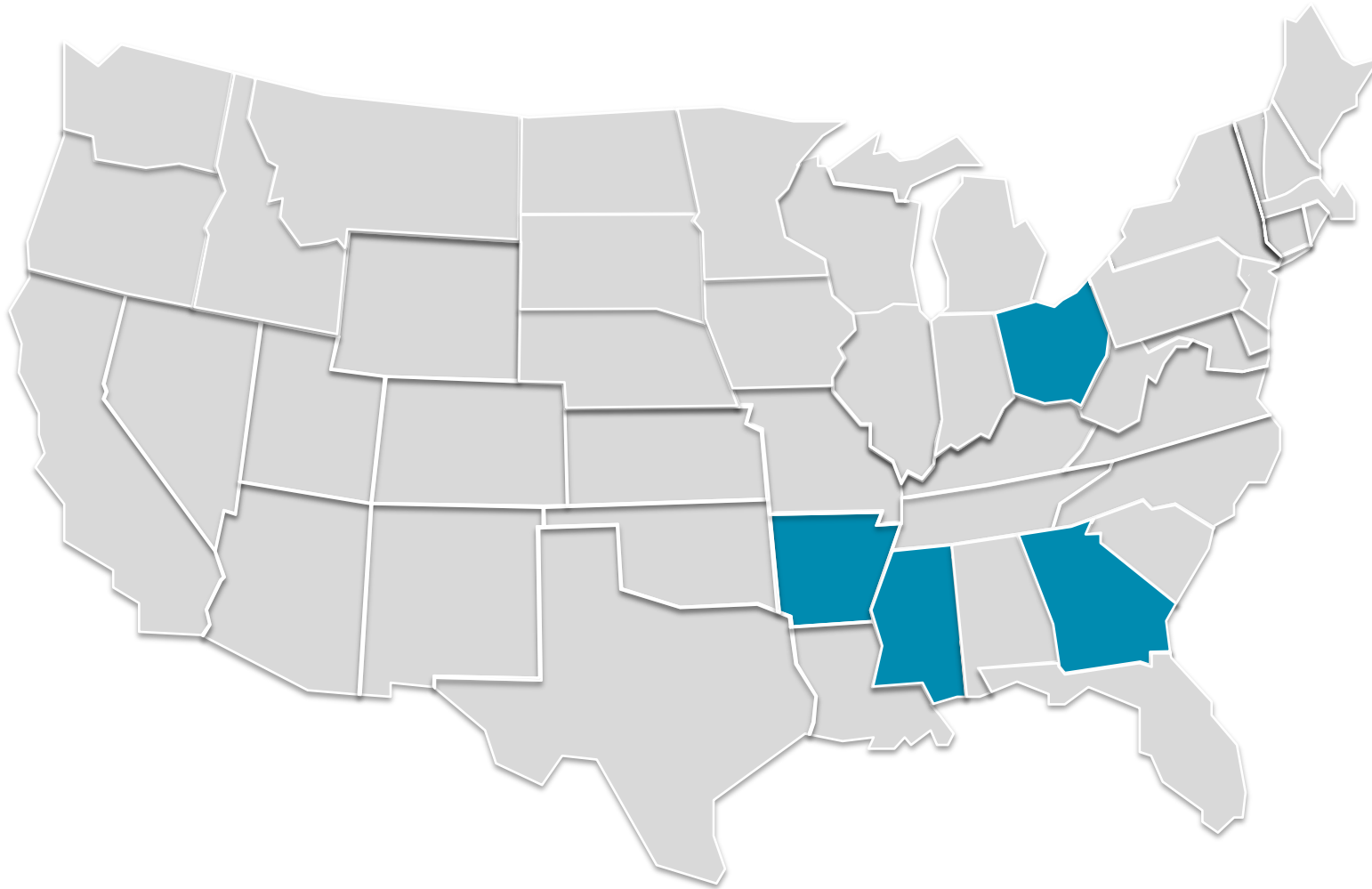
Photo Courtesy of Allison Shelley/The Verbatim Agency for American Education: Images of Teachers and Students in Action

# AIPL State Initiative: How Did We Get Here?

- ⌘ CCSSO, in partnership with the **National Collaborative on Inclusive Principal Leadership (NCIPL)**, CEEDAR Center, and Oak Foundation believe inclusive principal leaders are vital to supporting students with disabilities and continuously improving schools
- ⌘ Together, we released ***Supporting Inclusive Schools for the Success of Each Child: A Guide for States on Principal Leadership*** ([www.ccssoinclusiveprincipalsguide.org](http://www.ccssoinclusiveprincipalsguide.org))



# A IPL State Initiative – Where We’ve Been (Phase 1)



- Arkansas
- Georgia
- Mississippi
- Ohio

# AIPL State Initiative – Where We Are (Phase 1)

- ⌘ All 4 states are in the process of **implementing their plans** to advance inclusive principal leadership in policy and practice
- ⌘ In July 2020, CCSSO released two **case studies** on Georgia's and Ohio's work through the AIPL State Initiative
- ⌘ CCSSO also released a **policy/practice brief** in partnership with the CEEDAR Center and AIR highlighting the work of all four states
- ⌘ Each state presented on a webinar as part of **CCSSO's Inclusive Leadership Webisode Series**; a link to the recording can be found **here**

# AIPL State Initiative – Where We’re Going (Phase 2)

*In Phase 2, CCSSO will support AIPL states in their efforts to:*

- **Continue implementing** principal leadership plans focused on improving outcomes for every student, with a focus on students with disabilities
- Connect the work with **state strategic priorities** (e.g., improving literacy outcomes) and adapt plans to support leaders in **new learning environments**
- Re-examine and focus **measures of success**
- Partner with **national experts** from the Relay Graduate School of Education, Maryland Coalition on Inclusive Education, Lead for Literacy, National TA Center on PBIS, and National Center on Intensive Intervention





# **THE GEORGIA STORY AND CASE STUDY**







# Georgia Advancing Inclusive Principal Leadership (AIPL) Objectives

**Objective 1:** Create guidance and/or toolkits for local education agencies on how to pursue, develop and retain inclusive leaders.

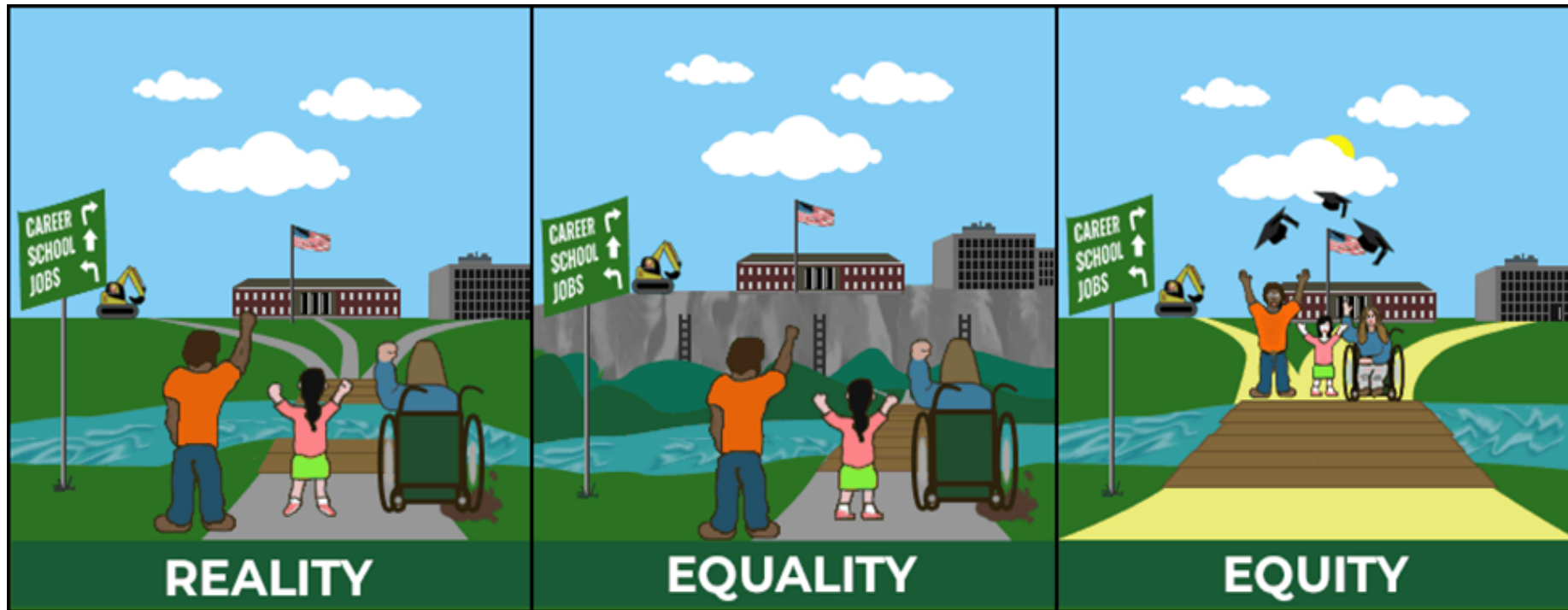
**Objective 2:** Develop professional learning opportunities, face-to-face and virtual, to address the behaviors and practices critical to meeting the needs of **each** learner by race, ethnicity, economic status, ability, and English language learner status.

# AIPL Efforts in Georgia



- ❖ Realign inclusive leadership focus
- ❖ Engage a strategic Communication Plan to share what has already been done in Georgia and why inclusive leadership matters
- ❖ Develop a self-assessment rubric and roadmap for schools/districts to self-evaluate

# Why Inclusive Leadership Matters



# Inclusive Leadership



- ⌘ Inclusive leaders in education may matter now more than ever. Education leaders are under more pressure to create effective and practical distance learning opportunities to meet the needs of all students during the COVID-19 pandemic. Leaders must prioritize what's important and inclusion must be at the top of their priority lists.
- ⌘ All district and school staff can benefit when inclusive principals have been established. Inclusive principals distribute leadership across staff and encourage all learners to serve and ensure all students feel safe, supported, and valued.
- ⌘ The GaDOE has developed several resources including an ***Inclusive Leadership video, graphic, fact sheet and communications plan*** to help school systems address the behaviors and practices critical to inclusive leadership and meeting the needs of ALL learners.
- ⌘ Visit [Inclusive Leadership Matters](#) for more information.

# AIPL Efforts in Georgia



Excited to look to the future



- ❖ Building the toolkit around “Georgia’s System of Continuous Improvement”
- ❖ Continue sharing the stories of successful leadership in schools throughout Georgia
- ❖ Continue to leverage the momentum of our efforts



## Contact Information for State Lead

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# **PANEL DISCUSSION**

# Panel Discussion: Inclusive Leadership



Moderator:

**Kaylan Connally**

Program Manager, Student Expectations, CCSSO



**Zelfhine Smith-Dixon**

State Director, Special Education Services and Supports  
Georgia Department of Education



**Wina Low**

Senior Program Manager, Special Education Services and Supports  
Georgia Department of Education

## **Q&A AND DISCUSSION**

## Q&A and Discussion

- ⌘ What questions or comments do you have for Zelfhine and Wina?
- ⌘ What additional questions do their presentations and conversation spark for you?
- ⌘ How could the work and resources shared be applied in your context?



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OAK  
FOUNDATION



**Thank you!**

