

Establishing an Equitable School Culture

Important Dispositions

Following are five leadership dispositions necessary for creating an equitable school culture. These dispositions are:

1. Reflecting on **personal assumptions, beliefs, and behaviors**
2. Publicly **modeling a personal belief system** that is student-centered and grounded in equity
3. Acting with **cultural competence and responsiveness** in interactions, decision-making, and practice
4. **Confronting and altering institutional biases** of student marginalization, deficit-based schooling, and low expectations associated with race
5. **Creating and altering systems** and structures to promote equity with a focus on race