

**School &  
Student Outcomes**

**Leadership  
Behaviors**

EQUITY LENS

**Instruction  
Skills**

Engaging in  
instructionally  
focused  
interactions  
with teachers

Building a  
productive  
climate

Facilitating  
collaboration and  
professional  
learning  
communities

Managing  
personnel and  
resources  
strategically

**People**

Human development and  
relationship skills (e.g., caring,  
communication, trust)

**Organization**

Management skills that  
transcend schools (e.g., data  
use, strategic thinking, resource  
allocation)

**SCHOOL, DISTRICT, AND POLICY CONTEXT**