Handout F

Creating a Learning Organization of Equitable and Continuous Improvement: The Leader’s Role
Mini-Review of the Leader’s Role in Creating a Learning Organization of Equitable and Continuous Improvement

**Technical List**

- Build program coherence and professional learning content alignment
- Structure time, space, and collaborative roles
- Provide high quality professional learning opportunities

**Dispositions and Adaptive List**

- Develop relationships and trust
- Model professional learning, collaboration, risk-taking, etc...
- Empower teacher/distributed leadership
- Emphasize importance of continuous professional growth
- Advocate for equitable and anti-discriminatory practices
Structuring Schools for Equitable and Continuous Improvement

• Optimize time for common planning, collaboration, professional development, peer observation

• Optimize space:
  • Place teams in close proximity

• Other possible elements for structuring schools:
  • Inclusive service delivery models
  • Small learning communities within larger schools
Marzano’s Misaligned vs. Aligned Systems

**Misaligned System**
- No Common Language or Model of Instruction

**Aligned System**
- Common Language or Model of Instruction

*Figure 1* | Misaligned vs. Aligned Systems