

Podcast series

# Leadership in Focus

## Episode 15 – Research perspectives on leading for educational equity

### Discussion guide

The School Leadership Institute's Leadership in Focus podcast series shines a spotlight on school leaders and explores the key issues and challenges they face. This episode explores the importance of leaders adopting an equity orientation and offers insights from current research on the leadership of culturally appropriate pedagogies.

[SLI Leadership in Focus Podcast Series](#)

### Speakers

**Dr Leticia Anderson:** Research Specialist, NSW Department of Education SLI

**Joanne Jarvis:** SLI Director and host of the series

### Discussion points

#### For individuals

- Reflect on your own journey and experiences with diversity, equity, and inclusion in your school context. How has this podcast influenced or challenged your perspective on leadership for equity?
- Considering Leticia's research insights, how can you enhance your leadership approach to prioritise equity in your daily practices as a school leader? What specific actions can you take to create a more inclusive and equitable environment for your students and staff?
- The idea of intersectionality helps us to understand how the multiplicity of our identities can work together to compound disadvantage or our strengths. How can understanding the interconnectedness of different identities enhance your leadership and decision-making in your school?
  - Consider your own context and identify equity groups and the ways in which they interconnect.
  - How could you become more intentional about understanding their needs?
- Leticia discusses the importance in schools of student-centred approaches and proactive inclusivity. How have you cultivated these mindsets in your own leadership practice to positively influence your school community?

### For teams

- Meaningful inclusion aims to create environments where diversity is not just acknowledged but actively embraced and integrated into all aspects of school life. How can we collectively foster a culture that supports meaningful inclusion in our school community?
- What is your 'magnetic north'? As a team, discuss the collective vision for equity in our school. How are the needs and voices of students centred in this vision? What steps can we take collaboratively to achieve this vision?
- Articulated in Our Plan for Public Education includes a goal that every learner receives a high-quality education that enables them to excel. How can our team work together to 'habit stack' and leverage our everyday practices to ensure that they all advance equity and excellence?
- Leticia spoke about the importance of developing leadership mindsets (e.g., strengths-based, proactive vs. reactive approaches) as an equity-oriented leadership approach. How could our team support each other in fostering mindset development and a culture of continuous learning drawing on different strengths and experiences?

### For your reference

- [NSW Plan for Public Education](#)
- [Aboriginal Education and Communities Strategic Plan 2024-2027](#)
- [Inclusive Practice hub](#)
- [PLL Core Leadership Principle – Commitment to Action](#)
- [Leadership Mindsets framework and video](#)
- [Anti-racist, multicultural and intercultural education resources](#)