

Podcast series

Leadership in Focus

Episode 12 - Enabling equity in NSW public education

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 how leaders can put equity at the centre of their leadership, helping all students reach their potential.

[SLI Leadership in Focus Podcast Series](#)

Speakers

Murat Dizdar: Secretary, NSW Department of Education

Joanne Jarvis: SLI Director and host of the series

Discussion points

For individuals

- a. Murat began the podcast describing a personal connection to equity. Consider a metaphor that reflects your understanding of and/or experience with equity. You may wish to share this with your team.
- b. In the podcast Joanne says '*there can be no excellence without equity*' (04:45). What is your role in the pursuit of interrelated goals of excellence and equity/'narrowing the gap' for our students and our system?
- c. Equity-oriented teachers and leaders develop deep knowledge about the background and living circumstances of students in order to align the school's priorities with the best interests of their students' families and the wider community. How do you contribute to this practice in your school?
- d. Critical self-reflection develops awareness of our own standpoint and positionality. Reflect on your own background and characteristics. How has this influenced your practice as a teacher or as a school leader?
- e. What type of challenges have you encountered in leading for equity? Reflect on some examples and how your leadership dispositions, mindsets and core principles supported you through these challenges.
- f. Intersectionality is an important concept that supports equitable access, participation and outcomes for students. Reflect on an example when it was critical to understand the interrelationship between multiple aspects of students' identities to appropriately meet their educational needs.

For teams

- a. How do our personal backgrounds and characteristics influence the way we pursue equity for our students?
- b. When considering the challenges of strategically resourcing to appropriately support all students in the school community, how might leadership dispositions, mindsets and core principles support the actions and practices of equity-oriented school leaders?
- c. In the podcast Murat says the best school leadership *'invests in knowing who they serve'* and supports the development of staff capacity to understand the equity implications and how this impacts teaching and learning (17:20). How can your leadership team undertake an inquiry process to collaboratively build a picture of the students and community your school serves?
- d. What strategies have been effective in creating authentic partnerships in your school community? How can effective approaches and strategies be shared? How do these approaches and strategies need to be nuanced for different contexts?
- e. Equity-oriented leaders have a clear vision of equity for their school and work towards it by critically examining school practices, policies, and structures. What strategies could you use to undertake this work with your leadership and school teams?

For your reference

[DoE Equity in Education policy](#)