**Reflecting on Equity-Centered SEL Leadership Practices**

Use this tool as a personal reflection on your leadership habits. These prompts are intended to spark your curiosity about your current practices and how you can be intentional about developing equity-centered leadership skills.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Focal Construct**and**SEL Competency** | Not yet an intentional part of my leadership | I am growing in this area of leadership | Already a core part of my leadership | **Reflection:***What experiences come to mind as I read these statements?**Where do I see opportunities to strengthen this area of leadership?* |
| **Identity**and**Self-Awareness**  | I prioritize learning about my own identity - what drives me, my perspectives, biases, needs… |  |  |  |  |
| I seek to understand how my identity influences my leadership of SEL. |  |  |  |
| I create space for self-reflection, for myself and those around me. |  |  |  |
| I conscientiously model bringing my full identity into my leadership practice. |  |  |  |
| I center identity as an anchor for learning and leading, for myself and others. |  |  |  |
| **Agency**and**Self-Management**  | I foster collaboration that leads to collective efficacy, especially with youth and traditionally silenced/ underrepresented stakeholders. |  |  |  |  |
| I seek to build my own competencies to take purposeful action towards change. |  |  |  |
| I seek to visibly bring my voice, personal challenges, and sense of purpose into my work, modeling agentic leadership. |  |  |  |
| I transparently model acceptance, respect, and inclusion in my leadership. |  |  |  |
| I model the practice of learning from traditionally silenced or marginalized stakeholders.  |  |  |  |
| **Belonging**and**Social Awareness**  | I build learning spaces where participants are fully recognized and build relationships across difference. |  |  |  |   |
| I seek to understand the societal and situational demands on stakeholders as a result of the identities that they carry. |  |  |  |
| I create (or co-create) experiences of acceptance, respect, and inclusion for myself and those around me. |  |  |  |
| **Collaborative Problem-Solving**and**Relationship Skills `** | I seek to deeply understand the complexity of problems identified within my educational community. |  |  |  |   |
| I acknowledge my mistakes and areas for growth and work to make things right. |  |  |  |
| I collaborate with others to pool knowledge, skills, and efforts to reach solutions. |  |  |  |
| I recognize existing relationships and cultures of collaboration in my context and seek to build on these assets. |  |  |  |
| I model practices that foster trust. |  |  |  |
| **Curiosity**and**Responsible** **Decision-Making**  | I dedicate time and resources to my own learning (knowledge and experiential) that can lead to social action. |  |  |  |  |
| I practice vulnerability and humility. |  |  |  |
| I create opportunities for teams to collaboratively pursue new knowledge and create change. |  |  |  |
| I create space for curiosity and productive struggle for myself and others. |  |  |  |
| I explicitly model “not knowing” and authentic curiosity as part of my leadership, creating space for others to do the same. |  |  |  |

This tool connects with CASEL’s [Personal SEL Reflection](https://schoolguide.casel.org/resource/adult-sel-self-assessment/) and [Spark Questions for Leaders](https://docs.google.com/presentation/d/1cR1fgSTGNcesOqtG-FNgttlz4gYuDJ0wmhRmSsFvWSU/edit#slide=id.g163199d13b2_0_2214).