



A NEW LEADERSHIP Job Description

HOW TO REALLY CREATE AND SUPPORT AN INCLUSIVE SCHOOL

Know yourself. **INCLUDE EACH AND EVERY CHILD.**

Listen to your students. Listen to your families. Listen to your staff.

Have a vision. Watch them. **Hear them.**
Set an inclusive direction.

FOSTER BELONGING. Learn from them.

Be there, but give them space.

Be demanding. Be warm. **Be humble.**

Expect some risks. Expect everyone to learn.

Stop yelling. Let them fail sometimes.

ENCOURAGE INDEPENDENCE. Love them all.

Handle people with care. Be respectful. **DO WHAT YOU**

Remember, children with disabilities are people first. **SAY YOU WILL.**

Question inequity. **Be out in front.**

If students are sad, wipe their tears.

If staff members are sad, listen and support. **HELP STAFF BUILD TEAMS.**

Help students connect. Assume friendship is possible. **Be gentle.**

Assume collaboration is possible. **Encourage**

Allow students to create together, laugh together, have fun together. **interdependence.**

Be a learner yourself.

Allow staff to create together, think together, argue together, have fun together.

ASSUME COMPETENCE ALWAYS. **Spark curiosity.**
When staff members are happy, celebrate.

Attribute the best possible motive consistent with the facts.

When students are happy, step back. **Set high expectations.** **Do not control.**

Share positive stories about students, staff, and families. **BUILD OPPORTUNITIES FOR FAMILIES TO PARTNER, AND NOT JUST THOSE PEOPLE WHO USUALLY SHOW UP.**

Speak softly. Watch them thrive. **LEAD BY LOVING.**

Expect great things from everyone. **Encourage softly.** Confront injustice.

Breathe. Engage. **WHEN FAMILIES ARE HAPPY, CELEBRATE!** Set students up to be successful.