

Praxis-Oriented Leadership Framework

Dimensions of Leadership	Modeling	Communicating	Implementing
Recognition of Race, Ethnicity, Culture, Social Class and Disability	Leader models interpersonal caring by providing at-risk students of color with psychological, sociological and academic support; recognizes and accepts differences associated with race, ethnicity, culture, social class and disability.	Leader facilitates the identification of potential at-risk factors for students of color and their families; attempts to understand how these variables can impact educational outcomes for at-risk students of color.	Leader exhibits interpersonal caring by implementing school based services that support at-risk students and their families; engages the assistance and support of cultural brokers and student advocates who can interpret school norms and expectations to students and parents, and can interpret racial, ethnic and cultural norms to school personnel.
Engagement of School Personnel	Leader models socially just leadership, values all students, and provides the vision, goals and objectives for teachers and other school personnel to support a culture of empowerment.	Leader facilitates long-term, consistent staff development, sensitivity training, and staff commitment to successful educational outcomes for all students.	Leader takes a praxis-oriented approach to providing opportunities for meaningful staff development, university based course work, and reflective assessment of practice.
Engagement of Parents	Leader recognizes parents as partners and key stakeholders, validates their right to participate in decisions affecting their children; considers Tillman's (2003) four assumptions of parental involvement to be central to engaging parents.	Leader facilitates constructive dialogue between parents, teachers, and support staff, and neutralizes power differentials between parents and school personnel; invites parents into school to engage in collaborative efforts on behalf of their children.	Leader provides opportunities for parental participation in a range of school activities that validate parents' roles as key stakeholders.