



## **Organization Justice**

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### **Abstract**

Educational leaders are increasingly confronted with issues of social justice within their organizations. K-12 school administrators in particular wrestle with developing cultures that include all students, guaranteeing literacy for all learners, creating environments in which all students are empowered to learn, and ensuring that family and community perspectives are reflected in school environments. Clearly, administrators struggle to provide equal and just opportunities for all students. In framing these challenges, basic questions emerge around what constitutes sufficiently equal footing in schools, what is meant by just schooling, and for whom? These are important questions that strike to the heart of defining social justice in educational organizations.

The module is designed to provide educational administrators with the competencies necessary to: 1) select measurement tools such as existing survey items or scales that may be used to assess different aspects of justice within their organization; 2) develop and implement plans that use these tools to collect data from relevant groups (e.g., teachers) within their schools or communities.