

# Leadership for ELLs

Shifting Administrator Roles in the Context  
of Demographic and Policy Change



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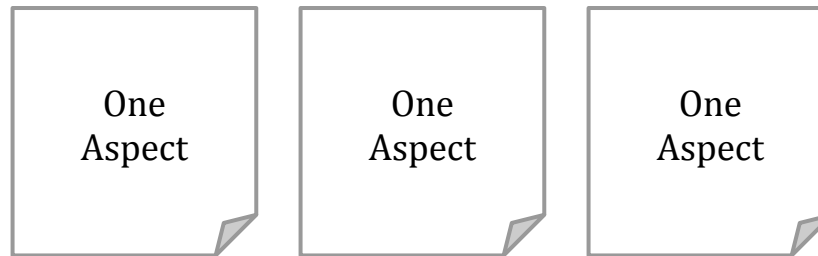
# Motivation

- Rapidly increasing ELL school populations across the United States.
- Persistence of achievement gaps for ELLs.
- Every school leader will face unique pedagogical, social, and cultural situations.
- In the wake of the recent reform initiatives in MA, there is an emergent sense of urgency for school leaders to provide an equitable education for ELLs.
- There is a lack of research on what effective leadership for ELLs looks like in practice.

# Post-It

What are **three** of the most important aspects of leadership for ELLs?

Write one on each sticky note.

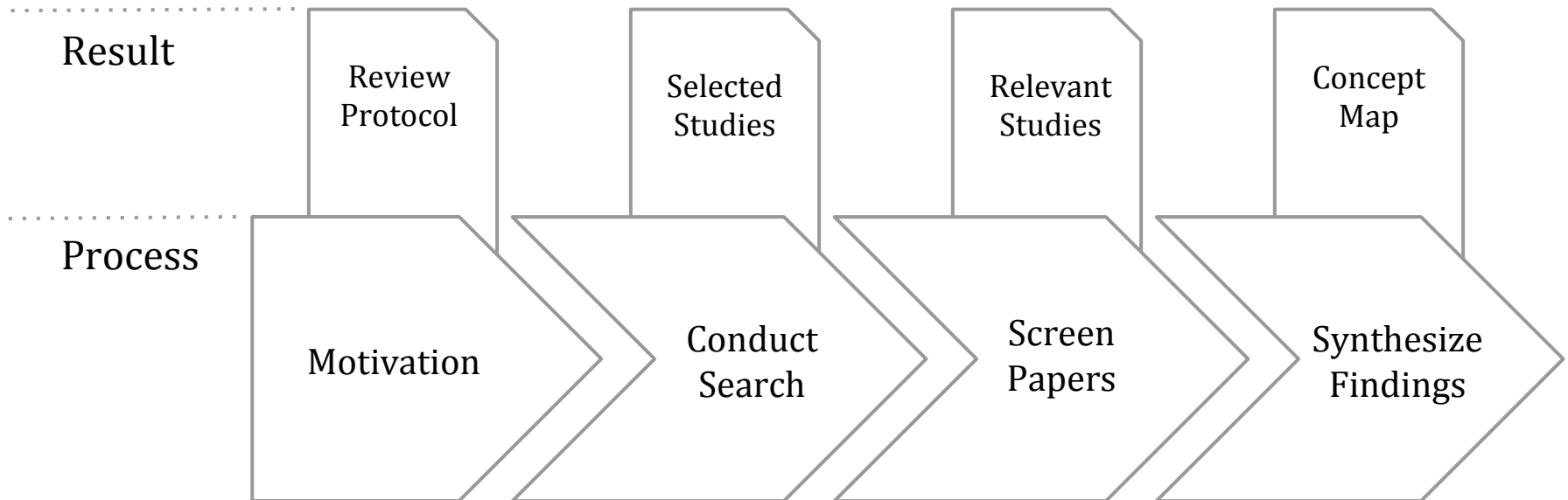


Hold on to them for now.

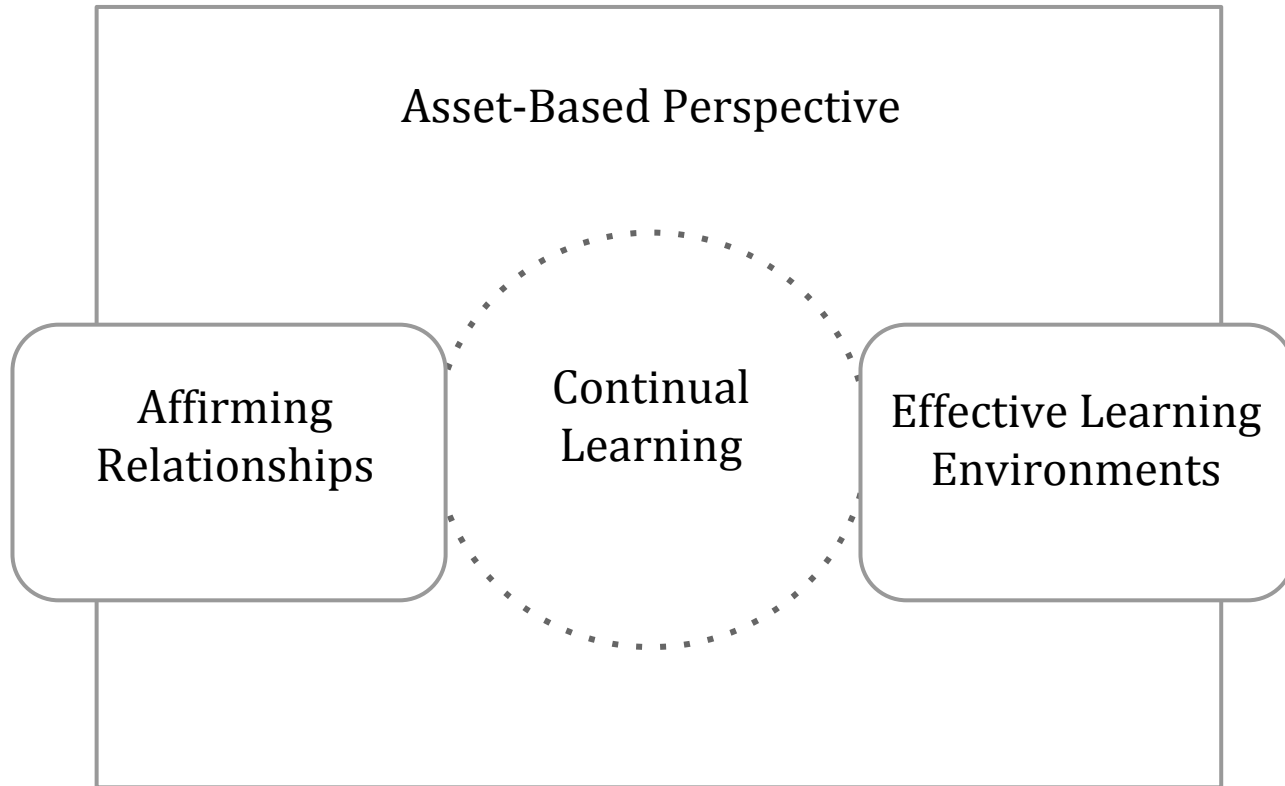
As we go along, think about how what you wrote relates.

# Method

*Research Question:* What does the literature say about effective school leadership for English language learners?



# Concept Map



# Asset-Based Perspective

## Awareness



## Understanding



## Promotion

Experiences of immigrant students and their families.

The social circumstances students experience in their communities.

Social circumstances that are reflected in the school culture.

Social, cultural, and political factors that perpetuate inequality.

That belief systems (+/-) influence the interactions between school faculty and students.

Students cultural and linguistic backgrounds are assets in their education.

Reinforce qualities in the school the principal identifies with personally.

Drive to affirm the language, culture, and identities of all students.

Set a clear vision rooted in achievement, care, collaboration, commitment, trust, and inclusivity.

# Affirming Relationships

Principal



Teachers and Staff

District Office

Parents and Families

School Community



# Effective Learning Environments

## School Culture & Community Building

Creating a culture of mutual caring, respect, and inclusiveness.

Enactment of an asset-based perspective.

## Curriculum & Instruction

Familiarity with research-based instructional strategies for ELLs.

Integrate bilingual and multicultural materials in regular classroom instruction.

Collection and analysis of data to reflect on and inform practice.

## School Routines & Procedures

Physical environment reflects cultural awareness and diversity.

Translation services for written and verbal communication with families.

Bilingual administrative and teaching staff.



# Continual Learning

Learner & Co-Learner

Attending trainings and conferences

Visiting community sites

Reading the research

Engaging with universities

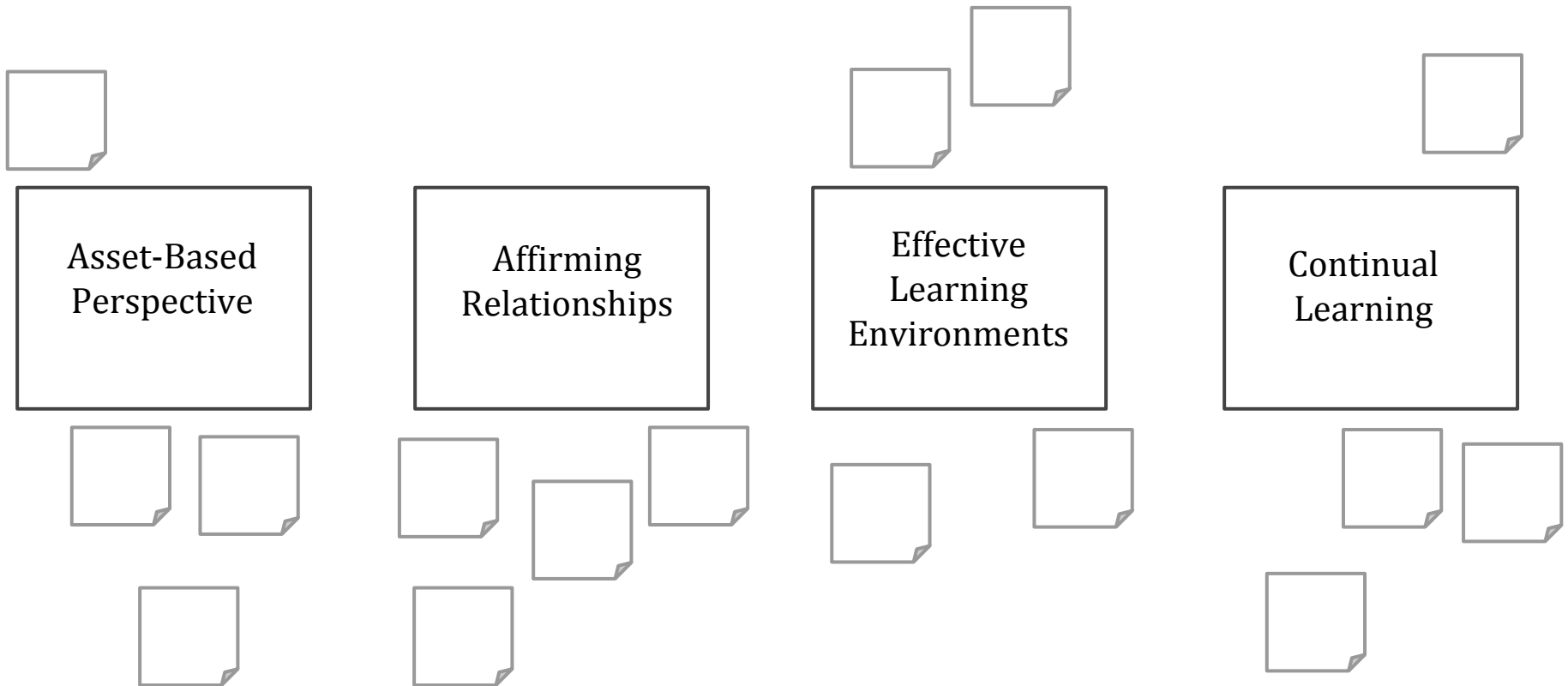
Continual learning and collaboration

Facilitate difficult conversations

Promoted and nurtured strong  
community of teachers

# Critical Reflection

Categorize post-its by domains



**“What is your vision for  
our neighborhood?”**

# Thank You

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