



CHAPTER 9 TRY THIS: CREATE SPACE FOR STAFF VULNERABILITY



Consider leadership moves that foster a culture where staff feel safe to take risks, engage in disciplined inquiry, and share learning to address student equity gaps.

1. Describe your vision for vulnerability in improvement efforts in your school or district.

2. Identify a challenge related to vulnerability (vision-implementation gap).

- Challenge 1: Staff feel safe to take risks.
- Challenge 2: Staff push past operational or surface-level issues to tackle student-centered problems.
- Challenge 3: Staff share learning, data, and work outside their immediate team.
- Other: _____

3. Choose a strategy and make a plan to implement it.

- Strategy 1: Examining Student Equity Gaps
 - How will you help teams move beyond surface-level or operational issues to examine real student equity gaps?
 - What data sources will you use to identify the most pressing student equity gaps?
 - How will you ensure teams are invested in the problem they are trying to solve?
- Strategy 2: Engaging in Disciplined Inquiry Around Student Equity Gaps
 - How will you elevate equity through each phase of improvement?



- How will you focus on solving relevant problems even while teams are learning the process?
- Strategy 3: Spreading and Scaling Solutions Related to Student Equity Gaps
 - How will you ensure that successful improvement efforts are shared across teams, schools, and the district? What structures can facilitate shared learning?
 - How will you support staff in refining and adapting equity-focused solutions for broader implementation?

4. Create an Action Plan

Write your plan, including the who, what, when, where, and how. Be specific!

Follow-Up and Reflection

After one month, reflect on the impact of your chosen strategy.

Did the change create a greater sense of psychological safety? Did staff engage in more risk-taking and open learning about equity gaps? What evidence do you have that staff are applying disciplined inquiry to real student-centered problems? What's next to continue building a culture of staff vulnerability and collaborative improvement?
