

ROOT #3

Being Agentic

What It Is

- ▶ Have a strong sense of personal efficacy.
- ▶ Recognize that agency is both a personal quality within educators and is mediated by interaction with the context (e.g., cultural, structural, power, relationships).
- ▶ Recognize that agency is influenced by past experience, engagement in the present, and vision of the future.
- ▶ Respond innovatively and persistently to promote equity and improvement.
- ▶ Have a strong sense of social justice and moral purpose that all learners can learn “no matter what.”

Why It Matters

- ▶ Being agentic is fundamental for improving equity.
- ▶ There are many obstacles to overcome and agency underpins persistence.
- ▶ Agency enables power and control to be used in ways that benefit learners.
- ▶ Collective efficacy and agency are needed to increase impact and create sustainable change.
- ▶ Active involvement of others (e.g., learners and their families) increases collective efficacy.

How I Do It

- ▶ Be prepared to persist and innovate even when it becomes difficult.

- ▶ Support and challenge others to be agentic in their theorizing about learners.
- ▶ Express personal commitment and responsibility for every learner.
- ▶ Explicitly reject own and others’ deficit theorizing about learners and their families and educators.
- ▶ Use a strengths-based collaborative approach to learning.
- ▶ Develop agency in others in order to build collective agency within the organization.

Key Challenges for Me

- ▶ Focusing on long-term visions or goals rather than quick fixes
- ▶ Committing to take action against deficit beliefs
- ▶ Dealing with low morale and “chaotic” contexts
- ▶ Challenging actions that reinforce negative stereotypes and biases

What I Should Notice

- ▶ Do I believe that leaders and teachers here can make a difference?
- ▶ Are my narratives reinforcing deficit theorizing about leaders, teachers, and students, or are they promoting agency in talking about learners?
- ▶ Am I supporting leaders and teachers to develop their agency and change how they practice?
- ▶ Do I encourage leaders and teachers to share notions of social justice rather than blame learners?