

# CCS Equity Centered Principal Pipeline Initiative

In 2021, Columbus City Schools was one of eight districts in the U.S. to be awarded an \$8.2 million multi-year grant from the Wallace Foundation. The Equity-Centered Pipeline Initiative (ECPI) seeks to disrupt historic patterns in our education system by creating a comprehensive, aligned pathway that develops and supports equity-centered leaders within the district ecosystem to directly impact student achievement. Working with our community and university partners, this work is carried out in alignment with our [Portrait of a Graduate](#) and our [Strategic Plan](#) Priority 3: Strong Learning Communities in Every Region.



**Leader Standards:** Provides common language to effectively align, support, and assess equity centered leadership practices to improve the well-being and academic success of each student.

**Pre-Service Preparation:** Working in partnership with OSU and AU, creates recruitment, selective admissions, and pre-service experiences aligned with leader standards and expectations

**Hiring & Placement:** Implements transparent practices to place the most qualified applicants based on a match between the candidate and the school

**Evaluation & Support:** Addresses the capacity to improve teaching and learning, and targeted professional development

**Principal Supervisors:** Assist school leaders in creating and reinforcing their vision by strengthening connections between equity aligned principal practice, classroom teaching, and student success.

**Leader Tracking System:** Ensures the achievement and success of all students by creating a usable system that houses educator data to aid in identifying and supporting emerging and current district leadership

**Systems and Sustainability:** Alignment, capacity, and quality assurance to ensure the ECPI practices are implemented across the district with fidelity

## Levels of Leadership Development and Differentiated Coaching Support



The ECPI is a unique, collaborative partnership:

**ASHLAND**  
UNIVERSITY

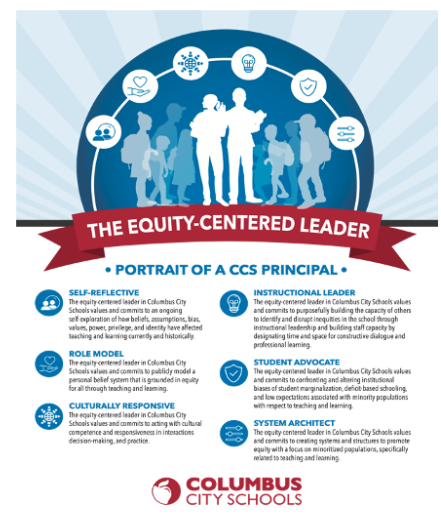
**THE OHIO STATE UNIVERSITY**  
COLLEGE OF  
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**Ohio** | Department  
of Education

**Battelle**forKids

**Wallace**

**What an Equity-Centered Leader needs to know and be able to do:**



An additional focus on research is key to ECPI as CCS will participate in multiple studies to document how our culture, history, structure, and leadership shape our approach to equity; key actions, challenges, opportunities, and changes that result from the effort; how equity-centered leadership can be measured; and the relationship between equity-centered leadership and student benefits.