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Transformative leadership, as a theory, developed slowly, at first being frequently confounded with transformational leadership, with the two terms sometimes being used interchangeably. For example, Sagor (1992) used both words in the same sentence, writing

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together is a
commitment to
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of Leadership, Equity,
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a personal

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development model for
educational leaders.

This model has the
possibility of catalyzing
a system level

transformation that
represents the best
opportunity for a vision
of education that truly

helps children each
and every child
succeed and flourish.

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leadership theory (TLT) is distinct from other leadership theories because of its inherently normative and critical approach grounded in the values of equity, inclusion, excellence, and social justice. It critiques inequitable practices, oppression, and marginalization wherever they are found and offers the promise not only of greater individual

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leaders need ...

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Figure 1:

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framework emphasises
the importance of
engaging with a wide
range of stakeholders,
such as womens,
youth, and civil society
organisations, and

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local political,
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engagement of political

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Finally, to fulfill their
understanding of the
moral purposes of
schooling,
transformative leaders
require the courage
that permits them to
become advocates of
equitable change and

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leadership is especially
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times, when the wealth

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gap and disparities in health, education, and other well-being outcomes between the haves and the have-nots are on the rise. Transformative leadership, by definition, has the potential to move our nation and communities toward racial equity and social justice.

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democratic and
equitable school
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**Why TEL —
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Transformative
leadership for girls'
education requires
visible and consistent
commitment from
political leaders on
these issues. These
leaders must recognise

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that progress for girls' education requires a whole-system approach that tackles gender-based discrimination and harmful social norms within and beyond the education system.

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Shields argues that
something is missing
amidst the proliferation
of new collaborative
leadership theories, of
professional learning
communities, and
stronger standards and
accountability
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