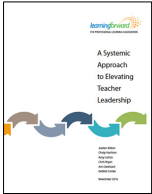


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A SYSTEMIC APPROACH TO ELEVATING TEACHER LEADERSHIP



Learning Forward Webinar
February 16, 2017



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Agenda

- Outcomes
- Who's Who
- Explore the Benefits of Teacher Leadership
- Review the Assumptions
- Introduction to Components
- Final Word



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Outcomes



- Learn with and from one another.
- Recognize the benefits of teacher leadership.
- Explore assumptions about teacher leadership.
- Gain familiarity with *A Systematic Approach to Elevating Teacher Leadership* report.
- Consider possible ways to disseminate and use the report.

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Who's Who?




Which descriptor best defines your current role?


- Teacher Leader (e.g., coach, classroom teacher, curriculum facilitator)
- Building administrator
- Central office administrator
- State Education Agency Staff
- Professional Association Staff
- Consultant
- Other

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Raise Your Hand...




...if you have reviewed, read or studied
A Systematic Approach to Elevating Teacher Leadership.




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Reflect

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Take one minute to think and share a reflection about these questions:

1. How do you define teacher leadership?
2. What is the value of teacher leadership?



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**Why Teacher Leadership?
Why Now?**

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 Shifting Demographics


Higher Standards 

 Accountability


Teacher Shortage/Retention 

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Teacher Leadership

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“A powerful strategy to promote effective, collaborative teaching practices in schools that lead to increased student achievement, improved decision making at the school and district level, and create a dynamic teaching profession for the 21st century.”



(Teacher Leadership Exploratory Commission, 2008, p. 3)

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When Teachers Lead



They:

- take responsibility for what matters most to them;
- share heightened responsibility for equitable opportunities for the success of the school, students, peers, and communities.

-Julian Weissglass (1998)

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Teacher Leadership



- Professionalizes teaching
- Creates opportunities for teacher career advancement
- Facilitates school improvement
- Facilitates professional learning for educators and student success

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Compare and Share



How do the definition of teacher leadership and the benefits we shared square with the definition you wrote and the values of teacher leadership you identified?




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Purpose

This report offers a streamlined, practical resource for initiating or reviewing and revising the approach to teacher leadership within schools or school systems.

<https://learningforward.org/docs/default-source/pdf/a-systemic-approach-to-elevating-teacher-leadership.pdf>




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A Systemic Approach to Elevating Teacher Leadership

Components make up a system of teacher leadership.

A system of teacher leadership begins with defined assumptions.



Assumption 1: Teacher leadership impacts student and peer performance.	Assumption 2: Teachers lead, formally or informally, wherever they are.	Assumption 3: All teachers have opportunities for leadership.	Assumption 4: Teacher leadership requires that teachers develop capacity for effective leadership.	Assumption 5: Teachers develop leadership capacity when they are supported.
Assumption 6: Teacher leadership requires a shared responsibility for teacher growth throughout the school system.	Assumption 7: Teacher leaders take responsibility for their own professional growth and the growth of others.	Assumption 8: Teacher leadership requires courage, tolerance for ambiguity and flexibility.	Assumption 9: Teacher leaders foster collaborative cultures that promote continuous improvement.	Assumption 10: Teacher leaders collect evidence of impact resulting from their work.

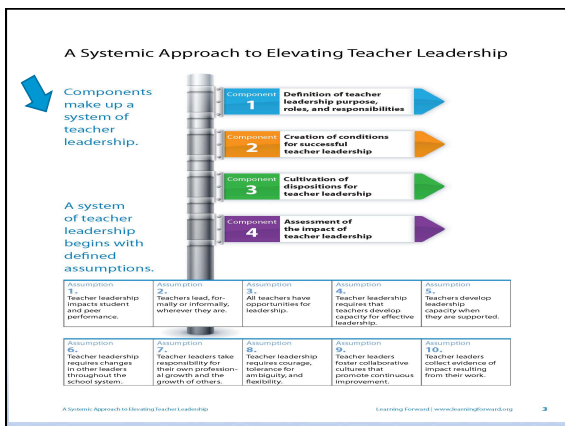
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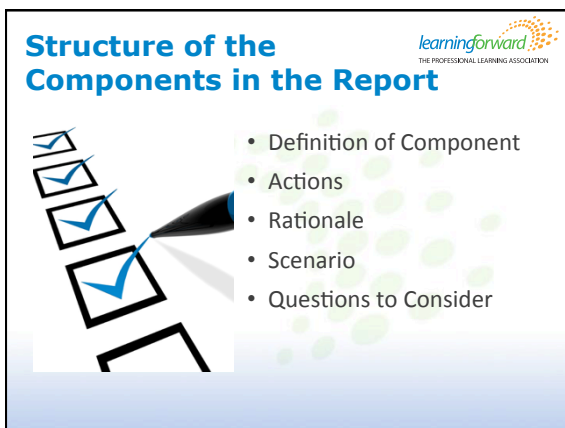
Assumptions

1. Teacher leadership impacts student and peer performance.
8. Teacher leadership requires courage, tolerance for ambiguity, and flexibility.
9. Teacher leaders foster collaborative cultures that promote continuous improvement.

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Teacher Leadership

“A powerful strategy to promote effective, collaborative teaching practices in schools that lead to increased student achievement, improved decision making at the school and district level, and create a dynamic teaching profession for the 21st century.”

(Teacher Leadership Exploratory Commission, 2008, p. 3)

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Component 1: Definition of teacher leadership purpose, roles, and responsibilities 

A set of practices/strategies:


- enhance the teaching profession
- promote effective, collaborative teaching practices
- increase student achievement
- improve decision making
- create a dynamic teaching profession

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Component 2: Creation of conditions for successful teacher leadership 

- Assess school culture to identify supports for and barriers to teacher leadership
- Address barriers to successful teacher leadership
- Reinforce and strengthen supporting factors for teacher leadership
- Redefine relationship among central office staff, building administrators, teacher, and teacher leaders

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Assessing Conditions 

To what degree is there evidence of these conditions in your school or district?

1. Relational Trust
2. Collective Responsibility
3. Commitment to Continuous
4. Recognition and Celebrations
5. Autonomy

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Component 2: Creation of conditions (*structures*) for successful teacher leadership

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- Comprehensive plan
- Role changes for other leaders
- Preparation, support and supervision
- Opportunities to lead
- District policies and procedures

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Reflect and Share

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How do the current structures and culture within your district and school contribute to and interfere with the success of teacher leadership?


What needs to change to increase the viability of teacher leadership?

Use the chat box to share your thoughts.



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Q & A

Final Word 

Share ways in which you might disseminate and use this report to design or enhance your teacher leadership system?

What ideas from this webinar might you be able to use with your teams?

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Learning Forward Support 

Teacher Leader Academy Highlights

- Define teacher leadership in your system
- Align your program to the Teacher Leader Model Standards
- Design the conditions and structures needed for successful implementation of teacher leadership
- Build teachers' capacity to lead
- Assess the impact of teacher leadership on student learning

Other Learning Forward Academies that support the effective implementation of teacher leadership.

- Coaching Academy
- PLC Academy

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