SCHOOL-BASED TEACHER LEADERS GAIN SKILLS FOR IMPROVED TEACHING AND LEARNING

MISSION STATEMENT
We believe in the sustained empowerment of teacher leaders through ongoing development and strategic support — the impact of which strengthens teachers’ instructional capacity and propels student achievement forward across all our educational communities.

CHALLENGE
• Building teacher leaders’ instructional leadership skills
  • Boost confidence in conducting classroom visits, coaching, diagnosing, and coaching peers
  • Boost confidence in supporting teacher development

SOLUTIONS
• Conducting needs assessment with Office of Research and Evaluation
• Ratifying single job description
• Facilitating monthly professional development sessions aligned with district leadership development competencies and content needs

<table>
<thead>
<tr>
<th>CONFIDENCE LEVEL</th>
<th>Teacher leaders indicating a confidence level of “Very Skilled” or “Skilled”</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Pre-Needs Assessment October 2018</td>
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<tr>
<td>Conducts classroom visits, diagnoses, and coaches</td>
<td>38.1%</td>
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<tr>
<td>Supports teacher development</td>
<td>52.4%</td>
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<tr>
<td>Adapts personal leadership</td>
<td>75.0%</td>
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<tr>
<td>Supports a culture of high expectations and data-driven instruction</td>
<td>60.3%</td>
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<tr>
<td>Supports implementation of planning structures</td>
<td>52.3%</td>
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<tr>
<td>Encourages data-informed decision making</td>
<td>65.5%</td>
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<tr>
<td>Maintains growth mindset</td>
<td>71.4%</td>
</tr>
</tbody>
</table>

ADDITIONAL SUPPORT IMPLEMENTED IN 2019–2020
• Individualized leadership coaching
• Peer site visits

DISTRICT DATA
~131,579
K–8 Students
• ~5,500
K–8 Teachers
• 170
K–8 Schools

• 213
K–8 school-based teacher leaders (2019–2020)
• 117
K–8 school-based teacher leaders retained (from 2018–2019 to 2019–2020)

This has been a wonderful year!
I appreciate you all helping us grow as instructional leaders and become positive change-agents for our schools.

K–8 School-based Teacher Leader

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