



# THE SCHOOL DISTRICT OF PHILADELPHIA

OFFICE OF TEACHING & LEARNING | TEACHER LEADERSHIP



## 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

CONFIDENCE LEVEL	Teacher leaders indicating a confidence level of “Very Skilled” or “Skilled”	
	Pre-Needs Assessment October 2018	Post-Needs Assessment March 2019
Conducts classroom visits, diagnoses, and coaches	38.1%	62.1%
Supports teacher development	52.4%	78.4%
Adapts personal leadership	75.0%	92.3%
Supports a culture of high expectations and data-driven instruction	60.3%	83.3%
Supports implementation of planning structures	52.3%	81.8%
Encourages data-informed decision making	65.5%	83.1%
Maintains growth mindset	71.4%	84.6%

### DISTRICT DATA

~131,579  
K–8 Students

•

~5,500  
K–8 Teachers

•

170  
K–8 Schools

170  
K–8 school-based teacher leaders  
(2018–2019)

▼

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*

### ADDITIONAL SUPPORT IMPLEMENTED IN 2019–2020

- Individualized leadership coaching
- Peer site visits