

Teacher Leadership

**Who cares? Why it Matters and How We
Can Support It**

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**AISA Invitational Conference - West
Lagos
March 31**

Agenda and Outcomes

1. What is a teacher leader? What is teacher leadership?
2. What are the benefits of teacher leadership?
3. What are the best ways to support teacher leadership?
4. How do our schools currently support or promote teacher leadership?
5. What will we do when we go back to our schools to better promote more teacher leadership?
6. Action Planning: Create an action plan for developing more formal and/or informal teacher leadership at your school.

What is a Teacher Leader?

Discuss with your colleagues:

- What does a teacher leader do?
- What are the characteristics of a teacher leader?

Read:

- *Teacher Leader*

Sentence - Phrase - Word

Review the text that you have read, select and write on separate post-it notes:

- a sentence that was meaningful to you and helped you gain a deeper understanding of the text.
- a phrase that moved, engaged, provoked or was in some way meaningful to you.
- a word that captured your attention or struck you as powerful.

Sentence - Phrase - Word

Sentence	Phrase	Word
<i>Add post-its of each selected sentence or write them here.</i>	<i>Add post-its of each selected phrase or write them here.</i>	<i>Add post-its of each selected word or write them here.</i>
<i>What implications/interpretations are emerging? What common themes are appearing? When looking at all responses are a vital/important aspects of the text not represented? What is 'missing'?</i>	<i>What implications/interpretations are emerging? What common themes are appearing? When looking at all responses are a vital/important aspects of the text not represented? What is 'missing'?</i>	<i>What implications/interpretations are emerging? What common themes are appearing? When looking at all responses are a vital/important aspects of the text not represented? What is 'missing'?</i>

What is a Teacher Leader?



Teacher Leaders Defined

- "...teacher leaders lead within and beyond the classroom; identify with and contribute to a community of teacher learners and leaders; influence others towards improved educational practice; and accept responsibility for achieving the outcomes of their leadership."

(Katzenmeyer & Moller, 2009)

Students in Old Paradigm



Student Learning in the 21st Century



Teachers in Old Paradigm



IF I DIE

I hope it's during a staff meeting because the transition to death would be so subtle.

Teachers Leading in the 21st Century



Benefits of Teacher Leadership

- Professionalization
- School Health
- Classroom and School Improvement
- Democratization of Schools

Read and Discuss

Sliding the Doors: Locking and Unlocking Possibilities for Teacher Leadership (p. 729-782)

Teacherpreneurs: A Bold Brand of Teacher Leadership for 21st- Century Teaching and Learning (p. 309-310)

From these two readings, discuss other ways of looking at defining teacher leadership. What are the different types or categories of teacher leadership? Are they all the same? Are some types more valuable?

Phases of Teacher Leadership

- **Phase zero:** The absence of teacher leadership
- **Phase one:** Formal leadership roles focused on administrative efficiency
- **Phase two:** Instructional leadership roles separate from classroom teaching
- **Phase three:** Collective Teacher Leadership
- **Phase four:** Teacherpreneurs

Teacherpreneurs

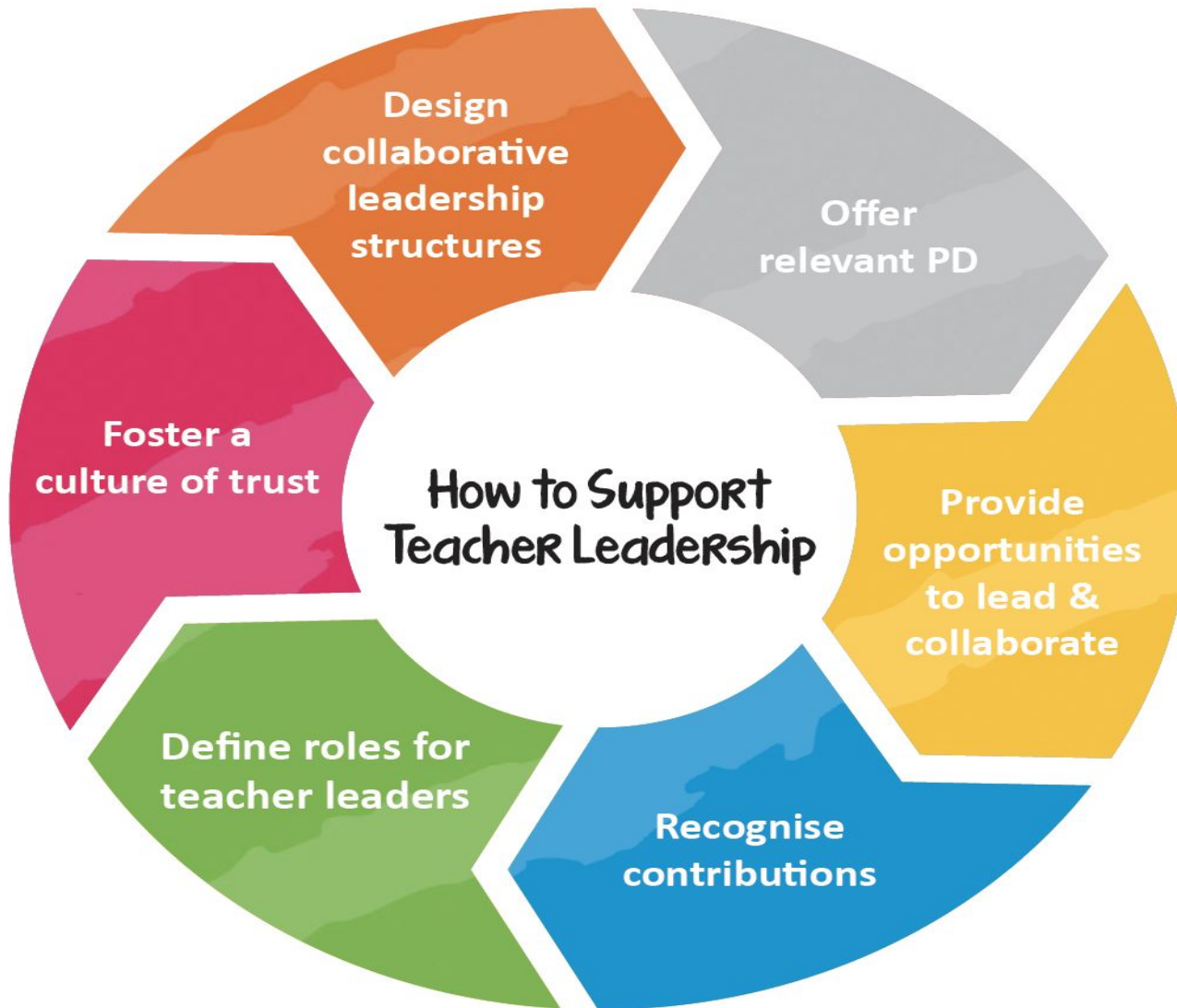


What Are Some Supports (or Barriers) for Teacher Leadership?

Jigsaw Reading:

- With your expert group, read one of the four selected articles.
- Discuss and make a summary of the most important parts you will present to your second group.
- Change groups and experts present their article to each other.
- What common themes or differences emerge from the readings?

How Schools Support Teacher Leadership?



How do you Support Teacher Leadership?

- What are some ways you or your school currently support teacher leadership?
- What are 1 or 2 areas where you or your school has an opportunity to further teacher leadership?
- What do you do to cultivate trust and teachers' supporting each other?
- What can you do to flatten the organizational structure to be more collaborative in order to support teacher leadership?
- Who provides the best professional development for teacher leadership?

SOAR Model Analysis (Appreciative Inquiry)

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Strengths: *What can we build on?*

- What are we most proud of as an organization?
- What makes us unique?
- What is our proudest achievement in the last year or two?
- How do we use our strengths to get results?
- How do our strengths fit with the realities of the marketplace?
- What do we do or provide that is world class for our customers, our industry, and other potential stakeholders?

Aspirations: *What do we care deeply about?*

- *When we explore our values and aspirations, "what are we deeply passionate about?"*
- *Reflecting on our Strengths and Opportunities conversations, who are we, who should we become, and where should we go in the future?*
- *What is our most compelling aspiration?*
- *What strategic initiatives (projects, programs and processes) would support our aspirations?*

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Opportunities: *What are our stakeholders asking for?*

- How do we make sense of opportunities provided by the external forces and trends?
- What are the top three opportunities on which we should focus our efforts?
- How can we best meet the needs of our stakeholders?
- Who are possible new customers?
- How can we distinctively differentiate ourselves from existing or potential competitors?
- What are possible new markets, products, services or processes?
- How can we reframe challenges to be seen as exciting opportunities?
- What new skills do we need to move forward?

Results: *How do we know we are succeeding?*

- Considering our Strengths, Opportunities, and Aspirations, what meaningful measures would indicate that we are on track to achieving our goals?
- What are 3 to 5 indicators that would create a scorecard that addresses a triple bottom line of profit, people, and planet?
- What resources are needed to implement vital projects?
- What are the best rewards to support those who achieve our goals?

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GOAL 1:

Objectives	Tasks To Achieve The Objectives	Resources Used				
		Respon sible	Cost	Start	Finish	Indicators of Success
1.1	1.1.1	1.	1.	1.	1.	1.
	1.1.2	2.	2.	2.	2.	2.
	1.1.3	3.	3.	3.	3.	3.