Speaking with One Voice:

Using a Shared Leadership Approach to Impact Student Achievement

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Questions to Consider

- What current leadership model exists in your school?
- How are decisions made in your school?

Objectives

- Participants will understand the tenets of a shared leadership model
- Participants will practice applying the key elements of a shared leadership model to scenarios.

“Behind every organizing impulse is the realization that by joining with others we can accomplish something important we could not accomplish alone.”

Margaret Wheatley

Relationships

- “characterized by interdependency, trust, respect and a sense of collective responsibility for students and school outcomes” (Ancess, 2008, p. 50).

- “The challenge for a school leader is to spark and sustain such a dialogue and to work with and through teachers to develop a shared commitement to implementing the desired practices effectively” (Greenfield, 2005, p. 349).

Interdependence

- Collaboration
- Collegiality
- Community
- Cooperation
- Communication

- Interdependence = quality of connection built on trust and respect

Interdependence and Shared Leadership

How we work together

Relationships

What we work on

Teaching and Learning

High performing and equitable schools embrace…

- A shared vision
- Challenging curriculum and engaged student learning
- Learning community
- Supportive organizational structures
- Proactive community relations

Turn and Talk

How developed are these five core principles in your school? What are the connections among the five?

Examples of Shared Leadership

Now fill in your foldable…

- Read the example handed to you and discuss which of the five core principles it addresses.
- Fill it out as an example within your foldable.
- Pass it down when directed and repeat.

West St. John Elementary

A Real World Example of Shared Leadership

Preparing all students to succeed in a global economy.

How WSJE embraces these core principles…

- A shared vision
- Challenging curriculum and engaged student learning
- Learning community
- Supportive organizational structures
- Proactive community relations

SHARED VISION

- WSJE Vision Statement:

Preparing all students to succeed in a global economy.

CHALLENGING CURRICULUM AND ENGAGED STUDENT LEARNING

- District Curriculum/District Curriculum Team
- Implemented Accountable Talk in grades K – 7th to increase student engagement in the classroom.
- School-wide academic enrichment schedule.
- Technology is available in every classroom (Laptops, Ipads, Responders)

Learning Community

- Expectations given at the beginning of the school year using the shared vision and school mission.
- Each week, teachers review data during data team meetings and discuss ways of improving student achievement.
- Teachers developed norms for Data Team/PLC meetings.
- Teacher created professional development

Supportive Organizational Structures

- A caring school climate
- Parental involvement in schooling
- Clear rules and consequences in the school
- High expectations from teachers and parents
- Positive Behavior Intervention & Rewards for Students and Teachers

Proactive Community Relations

- Weekly parental communication (newsletters, progress reports, Remind App, Class Dojo)
- Community Coffee Chat with stakeholders to discuss current school issues
- Parent Walk Throughs
- End of the Year awards ceremony sponsored by the community
- Visits from parents with feedback from parents
- Parent Christmas Social
- Parent Surveys

When the system works as an integrated whole, with everyone in the organization connected around a central purpose, a synergy happens that can propel a school forward.

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Processes and Structures

- Leveraging the school’s Leadership Team
- Utilizing teacher leaders
- Monitoring student learning
- Inspiring action planning
- Teacher collaborations

Leveraging the School's Leadership Team

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WSJE LEADERSHIP TEAMS

LEADERSHIP TEAM (Instructional)

Principal

Assistant Principal

Master Teacher

Teacher Leaders

BUILDING LEVEL TEAM

Principal

Assistant Principal

Master Teacher

RTI Teacher

Sped Teacher

3 Teachers (one from each grade band)

Bookeeper/Para Professional

Utilizing Teacher Leaders

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WSJE TEACHER LEADERS

3 Teacher Leaders

- Technology Teacher Leader
- Middle School Teacher Leader (Grades 4 – 7th)
- Elementary Teacher Leader (Grades Pre-K – 3rd)

Role of Teacher Leaders

- Liaison between the school and the district
- Attend district Professional Development and other PD
- Conduct Professional Development on the school level
- Conduct Peer-Observations
- Serve as mentors to teachers.
- Teach Model Lessons

Monitoring Student Learning

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Monitoring Student Learning

- Weekly Data Team/Professional Learning Community Meetings
- Observations & Walkthroughs
- Immediate Feedback
- Common Assessments
- Lesson Plans are checked weekly
- Assessments are turned in weekly/Assessment Rubric
- Grade Book Audit

Inspiring Action

ROLE OF ACTION PLANNING

- The overall purpose of the action plan is to focus on strengths and weaknesses of students in addition to enabling teachers to fill in the gaps.
- Action Plans are first completed in August based on diagnostic tests and LEAP test results. (Ongoing)
- Progress is discussed in weekly Data Team Meetings

Teacher Collaborations

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Teacher Collaborations

- Teachers have Common Planning Times/Meet afterschool
- Weekly PLC/Data Team Meetings
- Strong teachers help those who struggle in other areas
- Provide moral/physical support
- Share resources
- Overall increase in student achievement

Welcoming the Community

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WSJE SCHOOL COMMUNITY

- The West St. John Civic Association is the Voice of the Community.
- Parental Involvement
- Parent Walkthroughs and daily visits to the classroom
- Overall Supportive Community
- School related activities are family oriented

Tools for Processes

- Teacher Action Planning Template
- Assessment Rubric
- Feedback Form
- Data Teams/PLC Form

Practice and Development

Scenario

- Read the scenario you have been provided.
- Using the five core principals of a shared leadership model and considering the examples given by WSJE, decide how you would react using a shared leadership style.

Collaborate and Share

- Turn to your partner and share your scenario.
- Discuss how you would react using a shared leadership style to this scenario.

Action Steps to Consider

- If you are a principal, what actions can you take prior to next school year to embrace a shared leadership model?
- If you are a teacher leader, what actions can you take prior to next school year to embrace a shared leadership model?