



Empowering Leaders Professional Development

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EAD 533

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Criteria for Selection

CRITERIA:

- Ability to Collaborate
- Works well with deadlines
- Knowledgeable in content area
- Innovative ideas
- Ability to use technology
- Communication skills
- Visionary
- Empowers others
- Organizational Skills
- Supportive
- Empowers others

Criteria



Processes



- Send out a google form for those who are interested in leadership roles.
- Observe the teachers that are interested with walk throughs and informal observations.
- Have communications with them about leadership roles and responsibilities.
- Have interviews with a panel consisting of the administrators, a current teacher leader, and a district representative.
- Review qualifications and leadership experience for a final selection process.

Coaching Cycle

- ▶ Model lessons for observation.
- ▶ Use school approved strategies and frameworks when coaching.
- ▶ Coach by giving feedback.
- ▶ Collaborate with others and reflect on new practices.
- ▶ Use data analysis for future development.



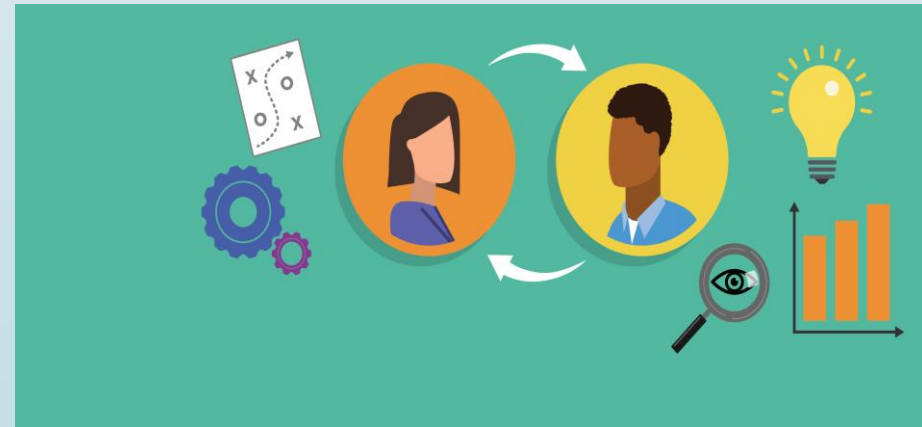
Coaching Cycle

"MY ROLE IS TO
develop, encourage, and lead
HIGHLY EFFECTIVE TEACHERS"

ELEMENTARY math
+ COACH +



“
Inspired coaching
conversations can help
teachers reflect on their
practices...
- Kris Allen
In Education Week Teacher




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Coaching Cycle & School Values

- Coaching supports and reflects on the school improvement plan and its goals.
- The mission and vision is used throughout the school community.
- Data driven information on continuous growth and student achievement is used.
- Support a positive school culture with students safety and growth in mind.
- Lead , coach, mentor those in a professional manner.

Feedback



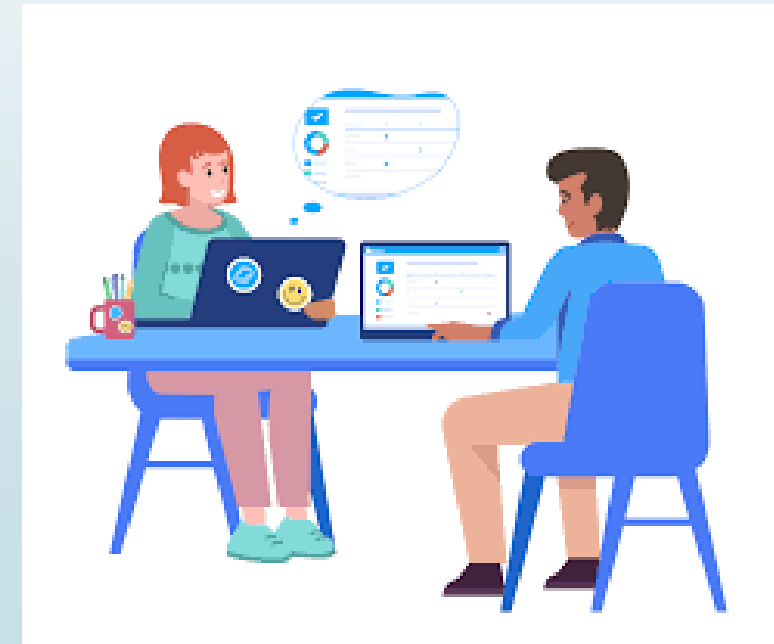
Positive reinforcement
Clear, timely manner
Concise
Data driven
Collaboration
Communication

- ▶ The teacher leaders should support a good school culture by expressing the shared vision for student achievement.
- ▶ The teacher leader should follow the schools mission and goals for a positive and enriching school culture.
- ▶ Feedback should give clear expectations and directions with constructive coaching.
- ▶ Teacher leaders should foster continuous growth by collaborating with others and growing through professional developments.

“A CULTURE WILL BE STRONG OR WEAK DEPENDING ON THE INTERACTIONS BETWEEN PEOPLE IN THE ORGANIZATION. IN A STRONG CULTURE, THERE ARE MANY, OVERLAPPING, AND COHESIVE INTERACTIONS, SO THAT KNOWLEDGE ABOUT THE ORGANIZATION’S DISTINCTIVE CHARACTER – AND WHAT IT TAKES IN IT – IS WIDELY SPREAD” (Shafer, 2018).

7 Keys to Effective Feedback

- Non-Judgmental
- Respectful
- Providing of Teacher Ownership
- Reflective
- Timely
- Specific
- Focused on Progress and Growth



Implementation Teachers

- ILT coaches will model lessons and introduce new and innovative strategies.
- Coaches may co-teach while another teacher teaches a lesson and receive support through the co-teaching model.
- Coaches can review their findings and data together.
- Collaborate on an action plan and how to incorporate some new strategies.
- Coaches will follow up with teachers they are working with monthly.

“Providing teachers with the theory underlying the new strategies they’re learning, plus demonstration of the strategy, and the opportunity to practice them in their own classrooms are said to be key to providing teachers with all the skills they need to improve” (Nathan, 2024).

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Implementation support staff

- ▶ For Instructional assistants, model examples of supporting the general education or special education teacher.
- ▶ Support them with understanding IEP's and how to provide the accommodations for students that have IEP's or 504 plans.
- ▶ Provide a action plan to monitor the goals of the students performance in the subject areas they receive services or accommodations for.



References

Shafer, L. (2018, July 23). *What Makes a Good School Culture?* | Harvard Graduate School of Education.

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Nathan. (2024), January 3). *Coaching for Teachers: What School Leaders Need to Consider.* IRIS Connect US.

<https://www.irisconnect.com/us/blog/coaching-for-teachers/>