A Systemic Approach to Teacher Leadership
Teacher leaders alone cannot create transformative learning for all students and their educators.
What crucial component(s) was missing in Marcy’s and Jenna’s teacher leadership system?
What crucial component(s) was missing in Fred’s teacher leadership system?
What crucial component(s) was missing in Jasmine’s teacher leadership system?
A Systemic Approach to Elevating Teacher Leadership

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November 2016
Component 1: Definition of teacher leadership, purpose, roles, and responsibilities
Component 2: Creation of conditions for successful teacher leadership
Component 3: Cultivation of dispositions for teacher leadership
Component 4: Assessment of the impact of teacher leadership
Definition of teacher leadership, purpose, roles, and responsibilities

- Definition
- Purpose
- Goals
- Role clarity
Creation of conditions for successful teacher leadership

- Collective responsibility
- Commitment to continuous improvement
- Relational trust
- Autonomy
- Celebrations and recognition
Cultivation of dispositions for teacher leadership

- Open-mindedness
- Commitment to student success
- Courage
- Flexibility
- Agency
- Risk-taking
- Humility
Assessment of the impact of teacher leadership

Impact on

- Student success
- Teaching quality
- School culture
- School improvement
• To what degree do your teacher leadership roles, responsibilities, purpose, and definition provide clarity?
• How do those roles and responsibilities expand rather than limit opportunity for teacher leadership?
• What conditions, both structural and cultural, support success for teacher leadership?

• How are those conditions monitored and gaps addressed?
• What dispositions for all stakeholders undergird your teacher leadership program?

• How are those dispositions cultivated, assessed, and addressed when necessary?
• How do you measure the effects of teacher leadership on students, teachers, teacher leaders, schools, and district success?

• How are you providing evidence on the return on investment in teacher leadership?
Student, educator, and school success