

Reference Coordinates: Electronic Evidence #2: **Teacher Empowerment and Leadership**
Action Plan

Suggested Approach Perspective:

This evidence requires the candidate to demonstrate how their leadership knowledge and performance are shared with their staff to accomplish positive outcomes for student success. It starts with the candidates' own understanding of leadership concepts as they apply to themselves. Then, the candidates need to declare a willingness to have their teachers involved through shared decision-making structures and procedures that ensure teacher empowerment and sense of efficacy. Next the candidates need to demonstrate the ability to assess the degree to which teachers and staffs are involved in the work of the school, in providing input for decision-making, and for making instructional decisions. Fourth, the candidates must identify structures and processes for teachers and staff engagement and their impact on student and school success. Fifth the candidates will need to demonstrate the ability to work with others to support shared responsibility for student and school success. The candidates will describe and evaluate systems and relationships that bring together diverse perspectives to realize the school's goals. Finally, the candidates will demonstrate the ability to work with others to resolve conflict, build consensus, and work with others to accomplish shared goals.

Candidates' own understanding

Assemble your papers from ADMN 6100 like your life narrative, you-at-your-best survey, and your leadership platform. You need a strong inner-core understanding of yourself in relationship to the conceptual theories concerning leadership that you have encountered in your coursework readings, discussions, and internship experiences. This inner-core understanding has emerged through your "life story" narrative and "trigger events" that have led you/others to believe that you have a proclivity to lead others. You have also collected data from your "You at Your Best" exercise which gave you feedback on how others see you. Finally, you summarized how you viewed applying leadership theory into actual practice in your "leadership platform" exercise. Refer to these past works for content starts and then weave in that which you have also learned in later classes and experiences.

From the long list of traits, abilities, and talents that compose effective leadership factors, you know your strengths. You also, conversely, know which factors you need to find in colleagues to supplement your strengths. It is the combination of your strengths and the strengths of your staff members that will be coordinated and incorporated into your plan for teacher empowerment and leadership. Draw upon the concepts of collaborative leadership (how you relate to others), distributed leadership (you can't do everything, so, how you will delegate), and authentic leadership (whatever your talents and style – be yourself).

Willingness to have their teachers involved

Declare that you want to engage your staff in the operation of the school; that you respect their talents and abilities as professionals; and, that by including their interests you'll have a higher functioning school community.

Ability to assess the degree to which teachers and staffs are involved

Use the *Teacher Working Conditions* survey data from your site and assess teacher perception of teacher involvement. Identify strengths and weaknesses.

Identify structures and processes for teachers and staff engagement

From your leadership philosophy and your assessment of teacher involvement, map out how you would create more teacher involvement such as specific committees, work groups, professional learning communities, etc.

Cite how these groups will function through effective processes, communication devices, and connection to the school's shared vision.

Ability to work with others to support shared responsibility for student and school success

List specific examples of how you worked with teachers (observing, participating, leading) during your intern experience under the conditions of shared responsibility.

Work with others to resolve conflict, build consensus, and accomplish shared goals

List specific examples of how you worked with teachers (observing, participating, and leading) during your intern experience to resolve conflict, build consensus, and accomplish shared goals.

Describe and evaluate systems and relationships that bring together diverse perspectives

Explain how you would design and evaluate the success of your plan. Set it up and say how you would do it (you will not actually collect data and analyze it with recommendations for change).

Then succinctly describe how this entire product, when completed, becomes the starting point for your continuing improvement process for your next round of exerting your leadership prowess through engaging teacher empowerment and leadership.

Mechanics:

Carefully follow the directions (given in the future) describing how you will receive feedback on your product. This will be formative and may be summative in nature.

Carefully adhere to the directions (given in the future) describing how to format and upload your electronic evidence.