

Put the Load Right on Me: Distributed Leadership in Schools

1. Defining Teacher Leadership

Brainstorm, jot, & discuss key teacher leadership attributes:

Brainstorm, jot, & discuss how teacher leadership supports new teachers:

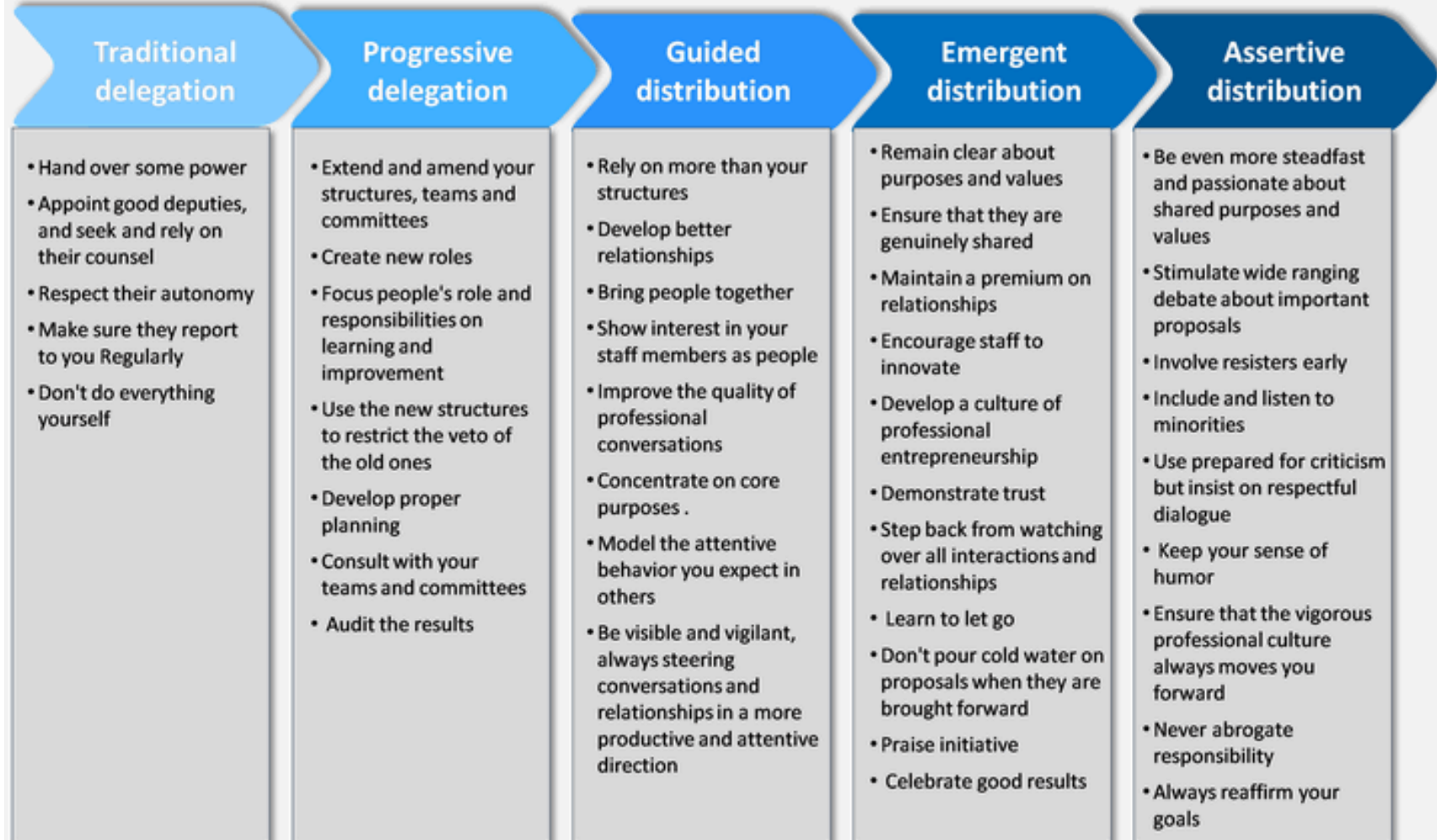
2. Distributed Leadership

Review the DL continuum list below and then reflect on the questions below:

- What has been your experience of distributed leadership?
- Where would your current experience of distributed leadership fit on the continuum?
- Based on your experience, where are schools on the continuum?
- What are the positive aspects/benefits of this way of working? (For you? For schools?)
- What are the negative aspects/downsides of this way of working? (For you? For schools?)
- How could schools use (or better use) distributed leadership to support new teachers?
- Any other thoughts? Surprises? Ah ha moments?

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A Continuum of Distributed Leadership



3. Distributed Leadership: Case Study

Case Study: The principal at School A has worked hard to move into the “progressive delegation” phase of the distributed leadership continuum. This principal has created structures for teacher leadership and delegates tasks to the teacher leaders based on their roles. There is alignment in terms of what distributed leadership looks like school-wide and clear accountability from the principal for everyone around their roles and deliverables. This principal truly believes that DL is essential for their school and wants to continue to move forward on the distributed leadership continuum. That said, they are seeing burnout of the veteran teachers in these leadership roles and unsure how to move forward.

- Using the distributed leadership continuum:
 - What are this school/principal’s strengths? What are their areas of growth?
 - If you were the principal, what would your next move(s) be?

4. Q&A: Common Issues/Possible Solutions

What are issues you’ve seen or roadblocks you foresee when thinking about how to make distributed leadership a common practice in schools? How could schools overcome those issues?

5. CLOSING

- **Feedback**

What aspect(s) of the session had a positive impact on you/your work?

What aspect(s) of the session did not seem as effective for you/your work?

- **Connect with me!** Ann Persson apersson@supportingteachers.org
- **Visit our website!**



Works Cited

Donaldson Jr., G. A. (2007, September). *What Do Teachers Bring to Leadership? - Educational Leadership*. <http://www1.ascd.org/>. Retrieved February 10, 2022, from <http://www1.ascd.org/publications/educational-leadership/sept07/vol65/num01/What-Do-Teachers-Bring-to-Leadership%C2%A2.aspx>

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