Teacher Leadership for 21st Century Teaching and Learning:

The why and how
Why teacher leadership

- Long-term school improvement is built on dynamic collaboration among teachers, administrators, and parents (& students)*
- Students score higher on achievement tests when their teachers have opportunities to work with each other colleagues over a longer period of time**
- Teachers are looking for opportunities to lead w/o leaving -- and principals need for them to do so

*Bryk (2002); Goddard (2007); Leena (2011); Adams (2014)

**Jackson & Bruegmann (2009)
Q: The job of the principal has become too complex

- Somewhat agree: 52%
- Strongly agree: 23%
- Somewhat disagree: 22%
- Strongly disagree: 3%

Strongly/Somewhat agree (Net): 75%
Strongly/Somewhat disagree (Net): 25%

2012 MetLife Survey of The American Teacher: Challenges for School Leadership
Q: Teachers interested in becoming principals

- Not interested: 84%
- Somewhat: 10%
- Extremely/Very: 6%

2012 MetLife Survey of The American Teacher: Challenges for School Leadership
Q: Teachers interested in teaching AND leading (hybrid roles)

- 48% Not interested
- 27% Somewhat
- 23% Extremely/Very
- 2% Don’t know

2012 MetLife Survey of The American Teacher: Challenges for School Leadership
And then there are the top-performing nations

2012 Program for International Student Assessment (PISA)

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<th>#</th>
<th>Reading-Overall</th>
<th>Rank</th>
<th>Mathematics</th>
<th>Rank</th>
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What do top-performing nations do to invest in teachers

- Fully paid university-based teacher education, year-long “student teaching,” with focus on pedagogy AND research skills
- Fewer standardized tests - and more emphasis on teachers developing and scoring own assessments
- Teachers teach about 9-18 hours of lessons per week, remaining time for lesson study and leadership
- Teachers rewarded for spreading expertise
Lessons from CTQ-Global

- Research skills taught in pre-service
- Highly coherent PLSs
- Inquiry-based -- not data driven -- PD
- Flexible work schedules = creativity
- Administrators who teach
- Time to lead
TIME FOR PROFESSIONAL LEARNING IN SIX GLOBAL CITIES

Typical Teacher Schedules

**DENVER, CO**
- 7:00 AM: Administrative
- 7:30 AM: Individual Planning
- 8:00 AM: Teaching
- 8:30 AM: Teaching
- 9:00 AM: Teaching
- 9:30 AM: Teaching
- 10:00 AM: Teaching
- 10:30 AM: Individual Planning
- 11:00 AM: Teaching
- 11:30 AM: Teaching
- 12:00 PM: Teaching

**LEXINGTON, KY**
- 7:00 AM: Individual Planning
- 7:30 AM: Individual Planning
- 8:00 AM: Teaching
- 8:30 AM: Teaching
- 9:00 AM: Teaching
- 9:30 AM: Teaching
- 10:00 AM: Teaching
- 10:30 AM: Individual Planning
- 11:00 AM: Teaching
- 11:30 AM: Teaching
- 12:00 PM: Teaching

**SEATTLE, WA**
- 7:00 AM: Administrative
- 7:30 AM: Individual Planning
- 8:00 AM: Teaching
- 8:30 AM: Teaching
- 9:00 AM: Teaching
- 9:30 AM: Teaching
- 10:00 AM: Teaching
- 10:30 AM: Individual Planning
- 11:00 AM: Teaching
- 11:30 AM: Teaching
- 12:00 PM: Teaching

**SHANGHAI**
- 7:00 AM: Individual Planning
- 7:30 AM: Teaching
- 8:00 AM: Teaching
- 8:30 AM: Teaching
- 9:00 AM: Teaching
- 9:30 AM: Teaching
- 10:00 AM: Teaching
- 10:30 AM: Break
- 11:00 AM: Teaching
- 11:30 AM: Teaching
- 12:00 PM: Teaching

**SINGAPORE**
- 7:00 AM: Individual Planning
- 7:30 AM: Teaching
- 8:00 AM: Teaching
- 8:30 AM: Break/Individual Planning
- 9:00 AM: Teaching
- 9:30 AM: Teaching
- 10:00 AM: Teaching
- 10:30 AM: Administrative
- 11:00 AM: Teaching
- 11:30 AM: Teaching
- 12:00 PM: Teaching

**TORONTO**
- 7:00 AM: Individual Planning
- 7:30 AM: Teaching
- 8:00 AM: Teaching
- 8:30 AM: Teaching
- 9:00 AM: Teaching
- 9:30 AM: Teaching
- 10:00 AM: Teaching
- 10:30 AM: Break
- 11:00 AM: Teaching
- 11:30 AM: Teaching
- 12:00 PM: Teaching

**NOTE**
Teaching schedules represent the typical experiences of the CTG-Global TeacherSolutions team and their colleagues. These are estimates and are not intended to represent all teachers in their respective school systems.

- Most teachers work at least 50 hours a week, well beyond their contract days.
- In Shanghai and Singapore, teachers teach students 10 to 18 hours a week.
- In the U.S and Canada, teachers teach students 25 to 32 hours a week.
- Singapore and Shanghai schedule additional time for teachers to engage in collaborative learning.
“WHEN I VISITED SHANGHAI CLASSROOMS I SAW TEACHERS FOCUSED ON NOT JUST THE WHAT OF INSTRUCTION, BUT THE HOW AND WHY

- Rachel Evans, CTQ-Global teacher leader, Seattle Public Schools
“MOST OF OUR TEACHER QUALITY IDEAS COME FROM THE U.S. THE U.S. JUST DOES NOT EXECUTE ITS OWN IDEAS VERY WELL.”

- Ee Ling Low, National Institute of Education, Singapore
Removing barriers to teacher leadership

- Pre-service and PD programs prepare teachers to lead
- School leadership programs prepare administrators to develop teacher leaders
- State and local policies encourage school districts to reallocate resources for TL
Removing barriers to teacher leadership

- Evaluation and compensation place a premium on teachers who spread their expertise.
- Principals are assessed and rewarded for creating school cultures that allow for teacher leadership.
- Accountability systems encourage risk taking on the part of principals and teachers.
How do teachers learn to lead successfully?

- Reciprocal mentoring
- “Externships”
- Safe places to test out ideas and plans
- Going public with their ideas
- Time to “travel”
- Lead with listening
“There are at least 1 in 3 teachers in America who can do what I have done — under the right the conditions.”
BLURRING THE LINES OF THOSE WHO TEACH & THOSE WHO LEAD
In honor of Teacher Appreciation Week 2014, teachers took to social media to set the record straight about what #TeachingIs:

**5,316**
**USES OF #TEACHINGIS**

**1,354**
**CONTRIBUTORS**

#TeachingIs a revolutionary act! By facilitating learning you're sparking a rebellion against an enemy called ignorance.

8 May 9:46am
 Appeared in news feeds 7.9 million times

3,139,665 people reached
THANK YOU TO OUR PARTNERS:

Alliance For Excellent Education • EdSurge • Education Week Teacher • Fund for Teachers • Hope Street Group
National Board for Professional Teaching Standards • PDK International Family of Associations • Six Word Memoirs
Talks with Teachers • Teaching Channel • WUNC

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