

Characteristics of Shared Leadership - Global Best Practices - Performing

1. The school has created a leadership committee made up of a representative selection of stakeholders (administrators, teachers, students, parents) from diverse socioeconomic, cultural, and special-needs backgrounds.
2. A consistent leadership team—made up of skilled, knowledgeable, and motivated faculty—plays a major role in leading school-improvement efforts, shaping the school's strategic plan and academic goals, advocating for the concerns of staff and students, and improving communication and understanding between the administration (school board, superintendent, school administrators) and all stakeholders in the school community.
3. All teachers are held to high expectations, but they are also given the decision-making autonomy they need to address and remain responsive to student needs.
4. The school culture is collaborative, respectful, and collegial, and the staff members take pride in conducting themselves in a professional and respectful manner during interactions with students, parents, and the public.
5. The faculty is involved in critical instructional decisions, including the selection of instructional resources, the design of professional development, and the creation of the school's action plan.
6. Administrators and other school leaders listen to and honor all voices in the school community, especially voices that have traditionally been marginalized or underrepresented.

Think about a distributed model of leadership and/or extending student voice as a component of school improvement and decision-making.

- **Work with your team / table to brainstorm existing barriers or assets** that may interfere and/or promote more authentic student leadership within your school.
- **Rate each component** as **high, medium or low**.

<i>Distributed Leadership Leadership Team (LT)</i>	Barriers	H, M, L	Assets	H, M, L
LT includes administrators, teachers, and students				
LT meetings are conducted during the school day				
LT leads school improvement - shapes and carries out the strategic/action plan				
LT advocates for concerns of teachers, staff and students and improves communication & understanding between all stakeholders				
LT facilitates professional learning groups (PLG) within				

school				
LT has formal process for communicating and engaging the broader community (parents, community partners, school board...)				

<i>Student Voice</i>	Barriers	H, M, L	Assets	H, M, L
Formal process to give feedback to teachers				
Student choice in meeting learning standards				
Input on class offerings and flexible pathways				
Process to propose change in policy, procedures or daily operations of school				

Planning Template

Shared Leadership Possible Areas to Address	Current State	Desired Future State	Possible Action Steps	Possible Resources Needed (training, human, materials, policy/procedures, funding)
LT includes administrators, teachers, and students				
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community partners, school board...)				
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Student Voice Possible Areas to Address	Current State	Desired Future State	Possible Action Steps	Possible Resources Needed (training, human, materials, policy/procedures, funding)
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