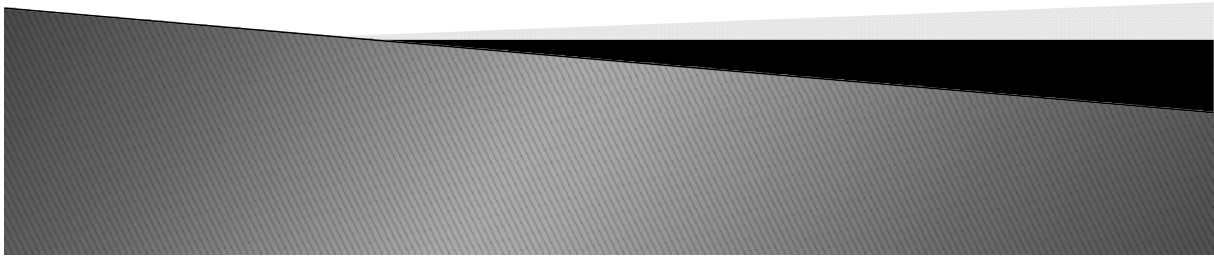


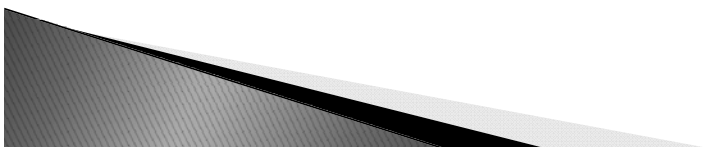
Select, Prepare and Empower Leaders

Sue Z. Beers
suebeers@netins.net



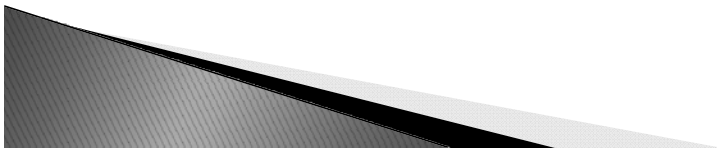
Building a Leadership Team

- ▶ Who?
- ▶ Role / Responsibilities?
- ▶ When?
- ▶ Report to?



Leadership Skills...

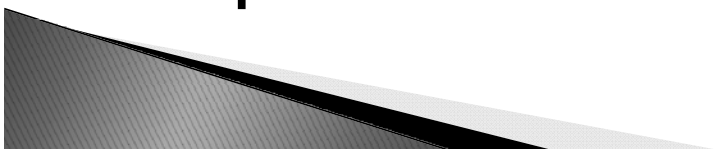
- ▶ **Negotiation**
- ▶ **Evaluation**
- ▶ **Communication**
- ▶ **Inspiration**
- ▶ **Motivation**



We need leaders who are...

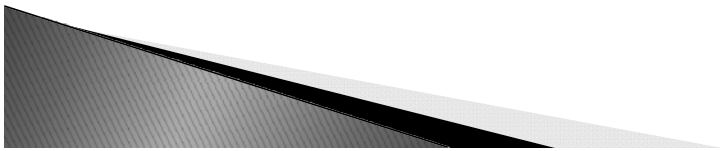
- ▶ **Cheerleaders**
- ▶ **Coaches**
- ▶ **Therapists**

**To work with a wide range
of personalities...**



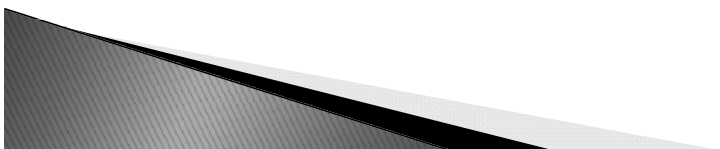
PD for Leaders...

- ▶ What do leaders need beyond the rest of the staff?
- ▶ How will this be provided?



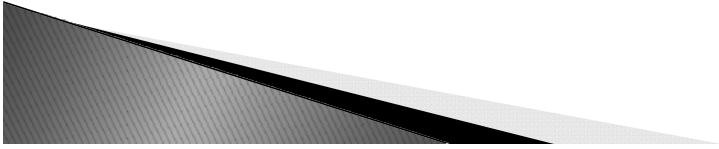
Qualities of Good PD...

- ▶ On-going
- ▶ “Just enough” information at one time
- ▶ Applicable / useable
- ▶ Frequent
- ▶ Job-embedded
- ▶ Mentoring
- ▶ Quality resources
- ▶ Variety of venues
- ▶ Mechanisms for accountability

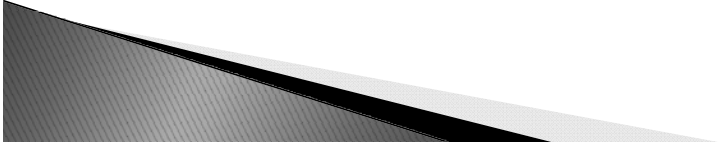


Good PD:

Use adult learning theory...

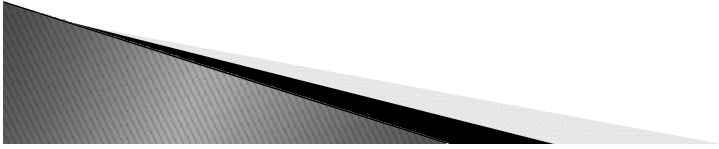
- ▶ Identify needs of adults
 - ▶ Include elements of adult learning theory
 - ▶ Gain commitment of participants
 - ▶ Create framework for implementation of PD content
 - ▶ Attend to learning styles / needs of participants
- 

Rauch (1972): Adult learners...

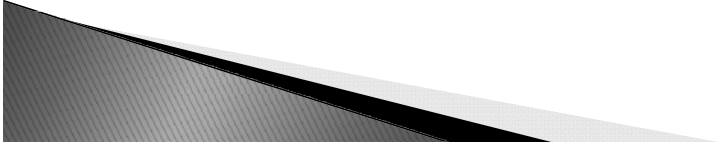
- Need to be honored for their experience
 - Info must have personal meaning
 - Clear and shared purpose or goal
 - Learn best when they are active participants
 - Require that time is used wisely
- 

Implementing PD:

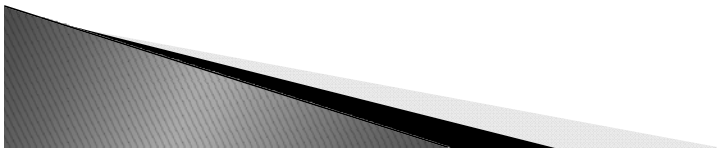
Providing ongoing support...

- Support participant learning
 - Design delivery that leads to participant understanding
 - Select tools for reflection and sharing
 - Facilitate learning
 - Communicate outside of the school to build support for PD
 - Ensure support structures are in place
- 

Questions for Accountability...

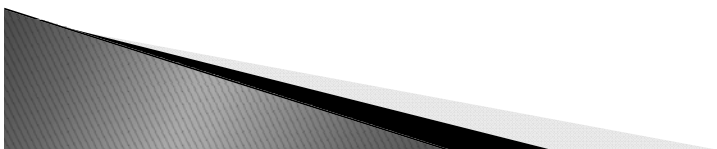
- Do you have the data?
 - How are you using the data?
 - What questions do you have about your data?
 - How have you used the data to change the way you teach?
 - How has the information about students affected the way you teach?
 - How can we improve the testing process?
 - Which report gives you the best information?
 - Others?
- 

It's not about having all
the answers... it's
about asking the right
questions!



Accountability is...

Gentle pressure
relentlessly applied!



Sharing...

**What leadership
models do you
have in place in
your district?**

