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PARTNERING TO SUPPORT RETENTION:

TEACHER LEADERSHIP

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Ms. Carrie Holland, Thomas County Schools

Dr. Anna Hart, Columbus State University

Ms. Melissa Gray, Muscogee County Schools

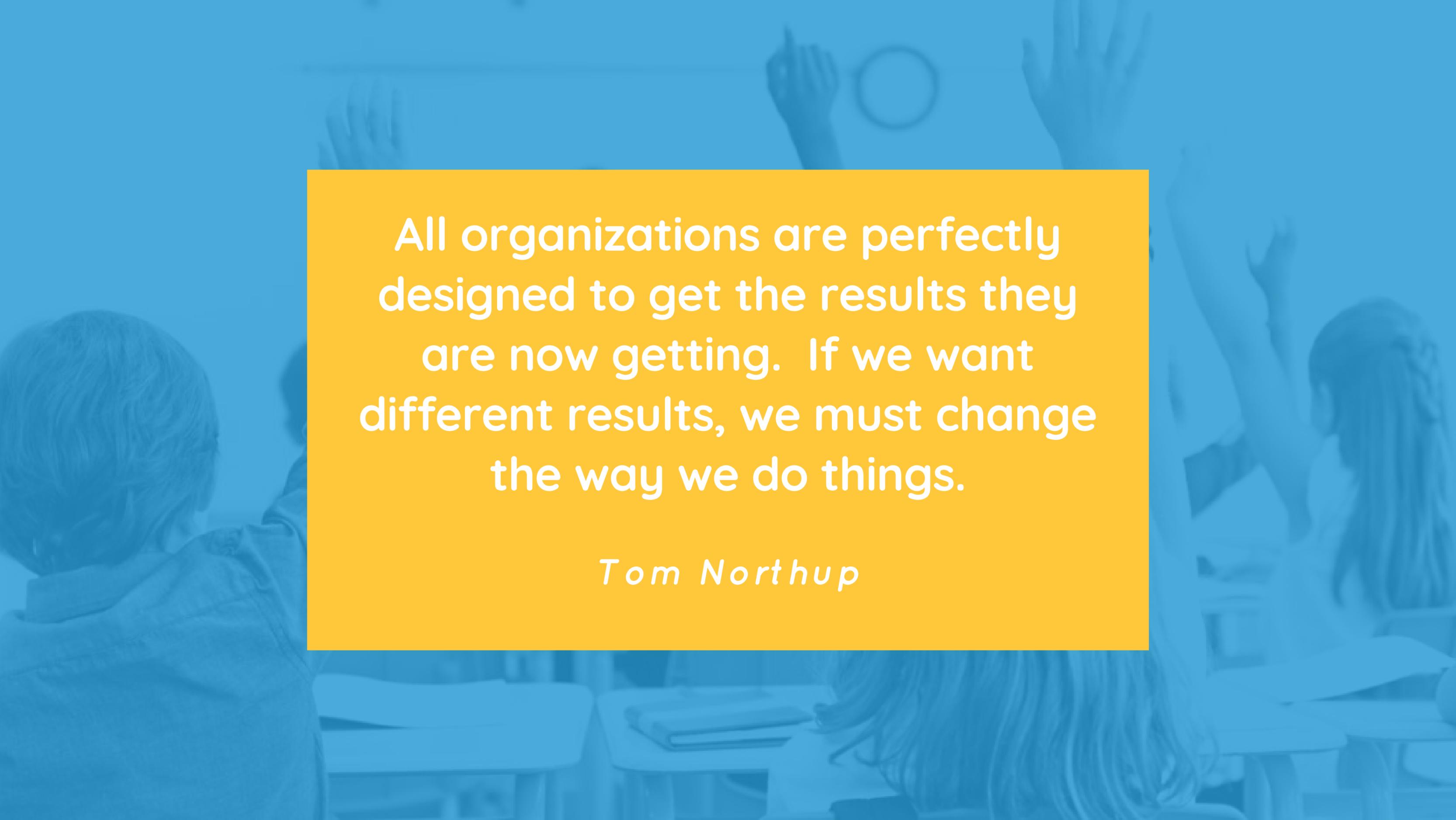


#GaPSCDrive-In19

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<https://www.gapsc.com/Commission/Media/Docs>

[Presentations.aspx](https://www.gapsc.com/Commission/Media/Docs)



All organizations are perfectly designed to get the results they are now getting. If we want different results, we must change the way we do things.

Tom Northrup

Why Teacher Leadership Matters



All Hands On Deck

Few principals would disagree that the task of leading a school is simply too much for one person. Teacher leaders and administrators can support one another through distributed leadership (GLISI, 2015).

Maximized School Improvement

When teachers are engaged in leadership, progress toward school improvement goals is accelerated (Reiken & Peters-Hawkins, 2016).

Retention of Seasoned Professionals

Teacher leadership can breathe new life into the careers of veteran teachers who may be burnt out or bored with their jobs.

Teacher Leaders...

lead beyond
and within the
classroom

identify with
and contribute
to a
community of
teacher
learners and
leaders

influence
others toward
improved
educational
practice

accept
responsibility
for achieving
the outcomes
of their
leadership

Teacher Leadership

A PATHWAY TO TEACHER RETENTION
(DAUKSAS & WHITE, 2010)

Recognizes
teachers as
experts in
student
learning

Creates
collaborative
opportunities

Honors
teachers as
decision
makers

Establishes
reciprocal
relationships
and
responsive
leadership

Nurtures a
culture of
optimism,
opportunity,
and promise



GRADUATE DEGREES

Several institutions in Georgia offer graduate degree programs in Teacher Leadership, at the Master's, Specialist, and Doctoral levels.



ORGANIC DEVELOPMENT

Although extremely beneficial, a graduate degree in Teacher Leadership is not required in order to become a Teacher Leader.

Graduate Degrees in Teacher Leadership

PROFESSIONAL GROWTH FOR TEACHER LEADERS

- Engage in leadership tasks such as coaching fellow teachers and leading professional learning communities
- Increased connectivity with students, parents, and other stakeholders
- Greater awareness of specific needs of groups within the school (e.g. faculty) as well as the school at large
- Theoretical underpinning that provides the "why" and "how" of TL



Stories from the Field

Ms. Carrie Holland
Thomas County Schools

Ms. Melissa Gray
Muscogee County Schools

Ms. Teresa Carver
Thomas County Schools



Available Resources

Teacher Leader
ToolKit:
Central Office
Leaders

Teacher Leader
ToolKit:
Principals

Teacher Leader
ToolKit:
Teachers

GTL Teacher
Leadership
Toolkit 2.0

Georgia
Teacher Leader
Advisory
Council

Center for
Teaching
Quality

GLISI





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