

# The Teaching As Leadership Framework

six principles of leadership

twenty-eight key teacher actions

dramatic student achievement

**Set Big Goals.** Reflecting on where their students are performing at the beginning of the year and holding high expectations for their true potential, highly effective teachers develop an ambitious and inspiring vision of students' academic progress. They set measurable, standards-aligned goals informed by that vision—goals that when reached will make a meaningful impact on students' academic trajectory and life opportunities.

**Invest Students and Their Families/Influencers in Working Hard to Reach the Big Goal.** Highly effective teachers invest students in owning the big goals. With the help of students' families and other influencers, these teachers convince students they can reach the goals if they work hard enough, and that doing so will make a real difference in their lives.

- Instill "I Can" in students
- Instill "I Want" in students
- Use role models
- Reinforce academic efforts
- Create a welcoming environment
- Mobilize student families and influencers

**Plan Purposefully.** In every endeavor, from lesson plans, to long-term plans, to classroom management plans, successful teachers start by determining the end result they envision in their students' learning and behavior. They are clear how they will know that result has been reached. Then they plan backwards from that result to their starting point, creating an efficient path to success.

- Develop assessments
- Create Long-term and unit plans (backwards design)
- Lesson plan
- Differentiate
- Develop behavioral management plans
- Design classroom procedures and systems

**Execute Effectively.** For highly effective teachers, every action, large and small, is taken because it contributes to the goal of student learning. For the sake of their students, these teachers are masters of the elemental tasks of teaching, constantly monitoring their progress and adjusting course in light of changing realities around them.

- Clearly present academic content
- Manage student practice
- Check for understanding
- Reinforce rules and consequences
- Implement time-saving procedures
- Track student performance

**Continuously Increase Effectiveness.** Reflecting constantly on the pace of student progress toward the goals, highly effective teachers seek to improve their instructional practices to maximize student learning.

- Gauge progress and gaps
- Identify contributing student actions
- Identify contributing teacher actions
- Identify underlying factors
- Access relevant meaningful learning experiences
- Adjust course

**Work Relentlessly.** Recognizing the high stakes for their students, successful teachers assume personal responsibility for dramatic student learning, even when it means going far beyond traditional expectations. These teachers think and act creatively to navigate and overcome seemingly insurmountable obstacles, increase the time and resources available for student learning, and sustain their efforts over time.

- Persist in the face of challenges
- Expand time and resources
- Sustain energy