



## STATE OF SOUTH CAROLINA DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN  
STATE SUPERINTENDENT OF EDUCATION

### **South Carolina's Collective Leadership Initiative** **An invitation to innovative schools and educators: May we count you in?**

**Wanted: Up to 10 schools willing to lead the way on collective leadership.**

#### **Schools that are good candidates for the Collective Leadership Initiative:**

- Believe that teachers and administrators should lead together.
- Are committed to sharing teacher and administrator expertise with each other.
- Want to be innovative about working together.
- Believe that schools improve when teachers and administrators lead together.
- Can accept some ambiguity as they work together to work through implementation and growth.
- Are willing to take some risks, collect evidence, and serve as a part of a network of schools focused on improvement.

#### **What's in it for you?**

- Better working conditions for teachers and administrators.
- Opportunities to lead.
- More time to collaborate within and across schools.
- An opportunity to be an innovative leader in the state.

#### **School decisions — March 25, 2019**

- Is our school a good candidate for this initiative?
- Can we face some unknowns as school staffs help to develop plan details?

#### **Personal decisions**

- Will collective leadership be favorable to me personally?
- Am I willing to step into new leadership work?

#### **We know you have questions**

Ask questions and get more information from Libby Ortman, [oortmann@ed.sc.gov](mailto:oortmann@ed.sc.gov)



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## Suggested Guidelines for Principals in Potential CLI Schools

### Staff Presentation

- Talking Points to consider
  - If we develop a cohesive vision of teacher leadership and a framework for differentiated support and implementation, then we will be able to support strong collective leadership models in districts which will lead to improved:
    - teacher practice,
    - student performance,
    - perception of the profession,
    - school culture and climate, and
    - teacher recruitment and retention, especially in high minority/high poverty and rural districts.
- What you will get as a CLI School:
  - Opportunity to implement a “collective leadership framework;”
  - Professional learning supports and technical assistance will be provided throughout the upcoming school year;
  - Exploration and practice in micro-credentials. South Carolina is one of the first states to explore micro-credentials for teacher leaders in a collective leadership model; and
  - Schools with teacher leaders and administrators who participate in the initiative may earn a “micro-credential” in collective leadership.
- What we need from you as a CLI school:
  - Release time in the day for the teacher leader to serve in a collective leadership role (Note: “hybrid” roles for teacher leaders may be different across our state; the teacher should be directly instructing students part of day and released to serve other educators part of the day);
  - Up to five face to face sessions in 2019-20 with the Office of Educator Effectiveness and Leadership Development (OEELD);
  - Participation in *Seven Conditions for Effective Leadership Survey*; and
  - Commitment to shape and sustain the collective leadership framework for your unique school setting for a minimum of two years (Note: on-going support from the OEELD will be provided beyond 2019–20)



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- Remind staff often that this is a work in progress and many details will be worked out during the planning year. As a CLI school, teachers and administrators will work together to help develop the plan.

**Next Steps**

- Let Libby Ortmann know about any additional information you need.
- If your school decides to apply, the application survey must be submitted no later than COB on March 25, 2019.
- If your school is selected to participate in the CLI, you will be asked to sign and submit a letter of intent to Libby Ortmann by April 12, 2019.