



STATE OF SOUTH CAROLINA

DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN

STATE SUPERINTENDENT OF EDUCATION

MEMORANDUM

TO: District Superintendents

FROM: Karla McLawhorn Hawkins, J.D.
Deputy Superintendent, Division of Educator, Community, and Federal Resources

DATE: March 13, 2019

RE: Collective Leadership Initiative, Cohort Two Request for Nominees

During the 2018–19 school year, the Office of Educator Effectiveness and Leadership Development (OEELD) has worked with administrators and teacher leaders from ten schools to implement a cohesive vision for teacher leadership roles within South Carolina's schools. This work supports the *Profile of the South Carolina Graduate* by helping schools develop the collaborative culture and high-quality professional learning that promote student attainment of world-class knowledge, skills, and life characteristics. This work also supports a key component of teacher retention, creating meaningful opportunities for teachers to lead without leaving the classroom. The South Carolina Department of Education (SCDE) crafted a framework that focuses on teacher *and* administrative (collective) leadership to drive student mastery of all elements in the *Profile*. The OEELD seeks school teams of principals and teachers to be a part of Cohort Two of the Collective Leadership Initiative (CLI). Selected school teams will learn and implement the collective leadership framework. More information on desired applicants and the program follows below.

Key outcomes of the collective leadership framework will be to improve student performance through the following:

1. effective teaching and data-responsive instructional practices;
2. effective collective leadership teams;
3. improved perceptions and advancement opportunities within the teaching profession; and
4. increased teacher and administrator recruitment and retention.

The collective leadership framework is designed to provide both coherence and local flexibility. Ongoing work will be informed by those schools participating in the initiative; our partnership will provide continuing data for testing the effectiveness of the collective leadership framework. If you or your principals are interested in learning more about CLI, [click here](#) to view a three-page outline of key information about this initiative.

The SCDE is seeking up to ten schools for the 2019–20 school year to implement the collective leadership framework. Ideally, these schools would have teacher leaders currently serving in hybrid leadership roles. Professional development supports and technical assistance will be provided throughout the upcoming school year. Additionally, as South Carolina is one of the first states to explore micro-credentials for teacher leaders and administrators, participating schools may earn micro-credentials in collective leadership. Commitment for participation in this pilot includes the following:

- Commitment to a workshop at your school site (or agreed-upon location) for all staff members to participate in an “Introduction to CLI” workshop;
- Release time in the day for the teacher leader(s) 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 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: the OEELD will provide on-going support beyond the 2019–20 initial year for your cohort).

If you or your principals would like to participate, please [click here](#) to complete the application survey. Applications must be completed by **Monday, March 25, 2019**. If you have any questions, please contact Olivia (Libby) Ortmann at oortmann@ed.sc.gov.

Thank you in advance for considering this innovative opportunity to grow your teachers and administrators in a collective leadership model.