



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 12 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 30, 2020

- 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



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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(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 the day and released to serve other educators part of the day);
 - Attendance at up to five face to face sessions in 2020-21 with the Office of Educator Effectiveness and Leadership Development (OEELD);
 - Participation in *Seven Conditions for Collective 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 the initial year for your cohort).



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Next Steps

- Contact Libby Ortmann for any additional information you need.
- If your school decides to apply, the application survey must be submitted no later than COB on March 30, 2020.
- 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 6, 2020 and attend the CLI Showcase on May 1, 2020 in Columbia.