MEMORANDUM

TO: District Superintendents

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

DATE: May 12, 2020

RE: Collective Leadership Initiative, Cohort Three Request for Nominees

Since 2017, the Office of Educator Effectiveness and Leadership Development (OEELD) has worked with administrators and teacher leaders from schools across South Carolina to implement a cohesive vision for teacher leadership roles. 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.

In preparation for the 2020–21 school year, the OEELD seeks school teams of principals and teachers to be a part of Cohort Three of the Collective Leadership Initiative (CLI). Selected school teams will learn and implement the collective leadership framework.

Key outcomes for schools implementing the collective leadership framework include improvement of student performance through:
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.

To listen to educators share experiences with CLI: Click here. More information on the application process and the initiative follows below.
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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 twelve schools for the 2020–21 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 CLI 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”;
- Release time in the day for 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);
- Attendance at up to five face-to-face or blended sessions in 2020–21 with the OEELD;
- Participation in the 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: the OEELD will provide on-going support beyond the 2020–21 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 **Friday, May 29, 2020**. 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 teacher and administrator efficacy in a collective leadership model.