

## Teacher Leadership Matters

Teaching Matters is leading the national movement to support teacher leadership as a critical means to improving teacher effectiveness and student achievement across the nation's school systems. We are a competency-driven organization committed to outcomes and building system capacity for sustained improvement.

### Teaching Matters Offers a Solution for:

- Retaining talent
- Building capacity for a system wide culture of data-driven instruction
- Delivering high impact professional learning that gets results
- Supporting systemic goals and values

*"This type of professional development is powerful in that it isn't just about going to a session, listening and going home. It is fundamentally built on a process that requires learners to implement practices, reflect on the work and demonstrate mastery."*

*- Anne Williams, Director of Teacher Recruitment and Quality NYC DOE*



**Developing  
Career Pathways**



**Practice-Based  
Coaching**



**Recognition With  
Micro-credentials**



## Developing Career Pathways

Collaborate with systems and school leadership to develop strategic career pathways for educators to advance student learning

- Define teacher leader roles in alignment to system goals and priorities
- Articulate research-based competencies aligned to pathway roles and system goals
- Build conditions for successful teacher leadership



## Practice-Based Coaching

Coaching to competencies for school-wide improvement

- Implement transparent processes for identifying and selecting a cohort of high impact teacher leaders
- Support teacher leaders to lead high impact teams focused on instructional goals
- Provide personalized feedback and support aligned to competencies



## Recognition With Micro-credentials

Evidence-based assessment of competencies through micro-credentials

- Demonstrate teacher leader competencies by submitting evidence of impact on teacher practice and student outcomes
- Assess evidence based on standard, valid criteria with highly normed assessors
- Award micro-credentials for recognition

<b>Emerging Teacher Leader Competencies</b>	<b>Strategizing for Assessment</b>	Strategically plans rigorous classroom-based formative assessment to monitor student progress in alignment with essential standards.
	<b>Analyzing Student Work</b>	Systematically analyzes results of formative assessments to cultivate a strong understanding of learning, leading to the pursuit of new strategies to address the gaps.
	<b>Planning Professional Learning</b>	Effectively plans and implements high quality professional learning sessions grounded in best practices and centered on student learning needs.
	<b>Stepping into a Formal Teacher Leader Role</b>	Seeks out school leaders and colleagues to formalize a vision, partnerships, and year-end goals with benchmarks for the formal teacher leader role, in alignment with the school's goals.
<b>Teacher Leader Competencies</b>	<b>Data Driver: Coaching and facilitating the use of research, assessments and data for improvement</b>	
	<b>Use of Common Assessments</b>	Guides teachers in identifying, using and/or creating usable common assessments aligned to standards.
	<b>Guiding Data Analysis</b>	Guides challenging conversations about classroom practice and student learning using data (including student work) via effective execution of protocols or guidelines.
	<b>Setting and Monitoring Goals</b>	Guides team in identifying learning gaps, establishing evidence-based student learning goals, and evaluating progress related to the established goals.
	<b>Use of Research</b>	Guides teachers in unpacking appropriate educational research linked to data; teachers partially successful in connecting research to practice or student learning.
	<b>Team Builder: Coaching to foster a culture to support educator development for student learning</b>	
	<b>Influence key school-wide decisions</b>	Collaborates with school administrators to plan professional learning aligned with school-wide priorities and goals.
	<b>Communication Skills</b>	Models effective communication skills in listening, presenting ideas consistently. Shows awareness of teachers' diverse backgrounds and perspectives.
	<b>Use of Protocols</b>	Selects and executes appropriate group protocol to help teams work collaboratively to solve problems, make decisions, manage conflict, promote change consistently.
	<b>Facilitation of Team Meetings</b>	Uses facilitation skills appropriately to mediate, create trust, build ownership among teachers consistently.
	<b>Use of Technology</b>	Uses appropriate technologies to promote professional learning and collaboration/sharing consistently.
	<b>Advancing Team Functioning</b>	Guides team in regularly analyzing team functioning and recognizing where adjustments are necessary so team can advance.
	<b>Instructional Coach: Coaching to facilitate improvements in instruction and student learning</b>	
	<b>Use of Coaching Approaches</b>	Executes a strategic coaching plan that guides teachers towards improved practice and effectively engages teachers in examining classroom practice in relation to team goals.
<b>Aligning CCSS</b>	Facilitates the comprehension and implementation of CCSS contributing to instructional coherence across the team.	
<b>Guiding Instructional Strategies</b>	Promotes instructional strategies that ensure that student learning needs remain the central focus of instruction.	
<b>Team Feedback</b>	Provides clear and constructive feedback to teachers to strengthen teaching practice and improve student learning.	
<b>Team Empowerment</b>	Harnesses the skills and knowledge of teachers to advance teacher and student learning. Orchestrates an effective team utilizing those strengths.	

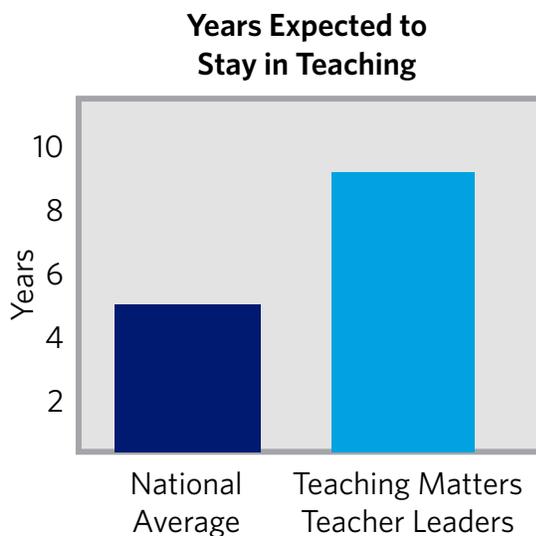
# Outcomes

Teaching Matters collaborates and supports forward-thinking systems seeking to engage teachers in dynamic career pathway models, to provide a robust, transparent competency-based approach to professional learning for those roles and to recognize teachers who demonstrate critical competencies in their practice with micro-credentials.

We have issued over 600 micro-credentials and supported over 300 teacher leaders. We have supported systems in teacher leader efforts to drive specific goals around Assessment, English Language Learners, Early Literacy, Special Education, Culturally Responsive Education, and other content specific roles.

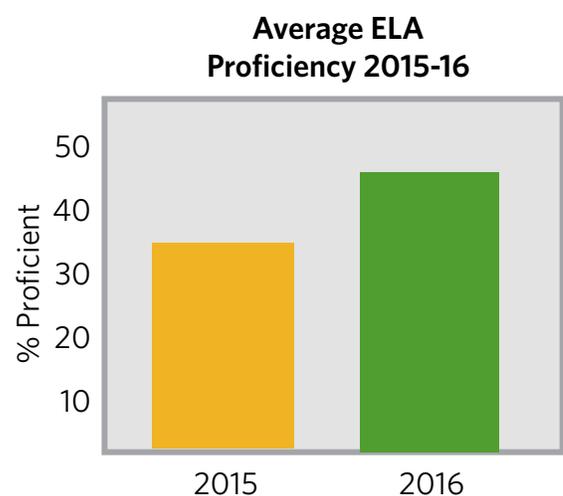
## Improved Teacher Retention:

A survey of Teaching Matters teacher leaders indicated they planned to stay in the profession twice as long as the national average.



## Student Achievement:

A partner school district saw a 13% increase in ELA proficiency in those grades implementing Teacher Leadership Matters.



## Improved Teacher Effectiveness:

- 92% of surveyed principals reported that their Teaching Matters trained teacher leaders improved overall teacher effectiveness
- 91% of partner principals reported that their teacher leaders had a substantial impact on teacher evaluations

*The micro-credentialing process documented my achievements and made it clear to my colleagues and administrators in the school what I was doing. The process helped improve the culture at the school and helped others understand and accept the role and benefits of teacher leaders."*

- Vicky Dedaj, teacher leader, X468 Bronx, NY



**Great teachers.  
Bright futures.**