LEADER ASSESSMENT ON PERFORMANCE STANDARD 1: INSTRUCTIONAL LEADERSHIP

LKES QUICK GUIDE

HOW DOES INSTRUCTIONAL LEADERSHIP LEAD TO SCHOOL IMPROVEMENT?

Instructional leadership is focusing on factors that promote and support teaching and learning for the success of all students. Various research studies support the concept that leaders do impact student achievement. Effective instructional leaders strive to improve student learning when they create a shared vision for the school community, allow stakeholders to participate in the decision-making process, provide professional learning from identified needs, and possess awareness of instructional practices in the school building.

Research studies on high-achieving schools find that principals play an important role in building and sustaining the school's vision. With an unwavering focus on student success and school improvement, an effective instructional leader, in partnership with the commitment of all stakeholders, cultivates a vision that guides the school community.

Wanted –
A "visionary leader" who can oversee a staff of about 100, handle multimillion dollar budgets, design curriculum for numerous subject areas, effectively mete out discipline to employees and minors, develop professional learning communities, maintain a safe working environment, build rapport with parents and children, and lift test scores of underperforming students.

Martineu, P. (2011). Principles of good principals: Effective leadership brings a board's vision to the school level. California School Boards Association.

Allowing leadership to flourish throughout the school building rather than a single individual leading to success is an effective leadership practice. Shared leadership affirms the integral role everyone plays in fulfilling the vision and the learning goals created to accomplish the vision. Instructional leadership also encompasses taking the lead in promoting professional growth and learning, both for the leader and his/her staff. In order to promote the practices that lead to effective teaching and mastery learning, leaders need to plan and organize professional development and participate in the process, striking a connection between learning, collegiality, and collective responsibility. Effective instructional leaders are knowledgeable about curriculum standards and are able to judge the effectiveness of teaching by observing and monitoring teacher practice regularly. Monitoring classes helps identify the materials, professional learning, and coaching needed in the school.

KEY ELEMENTS OF INSTRUCTIONAL LEADERSHIP

EFFECTIVE INSTRUCTIONAL LEADERS FOCUS EFFORTS ON SCHOOL IMPROVEMENT AND STUDENT SUCCESS BY:

- Creating a Vision
  - Creates a shared vision for the school
  - Aligns with the LEA vision
  - Establishes learning goals from the vision
  - Communicates that learning is the most important school goal
  - Expects teachers and students to attain goals
  - Provides a roadmap to all stakeholders in the school community

- Sharing Leadership
  - Taps the expertise of the school's teacher leaders
  - Provides opportunities for stakeholders to participate in decision-making
  - Develops collaborative opportunities among teachers
  - Seeks goal attainment through group effort
  - Acknowledges that everyone has an important contribution to make
  - Empowers others to accomplish goals aligned with the shared vision

- Leading a Learning Community
  - Focuses instructional attention on curriculum, instruction, and assessment
  - Promotes and plans professional growth for self and staff
  - Learns alongside faculty
  - Ensures all professional learning is completed in a team setting

- Monitoring Curriculum and Instruction
  - Monitors teacher practice and student learning through regular classroom visits
  - Encourages teacher reflection of instructional practices
  - Verifies continuity in the school's instructional program
  - Emphasizes teaching and learning
  - Increases awareness of the instructional practices in the building