



# Designing Your Leadership Team Module

**School Support and Improvement Unit  
Arizona Department of Education**



# Learning Targets

01

Understand why we need to have effective leaders and school leadership teams

02

Select and determine how to build your effective leadership team

03

Identify the duties of the leadership team





# What qualities and skills do effective leaders possess?

- Visionary
- Passion
- Respect
- Honesty
- Integrity
- Courageous
- Dedication
- Compassion
- Communicator
- Influence





- **Multiple Stakeholders**
- **Works Collaboratively**
- **Maintains a Cohesive Vision**
- **Provides a Systematic Approach**
- **Focused on Student Achievement**

ESSA

Section 1111 Comprehensive Support & Improvement / Targeted Support & Improvement

Section 1114 Schoolwide

Section 1115 Targeted Assistance Program

Why do we need effective leaders  
and school leadership teams?





Research suggests that leadership team members should:

- Be committed to school-wide change
- Be respected by colleagues
- Possess leadership potential
- Demonstrate effective interpersonal skills
- Be able to start projects and “get things done”

Successful leadership teams are typically made up of volunteers (Marzano et al., 2005) so it is important that participants be invited to serve on the leadership team, rather than assigned to serve.





## School Leadership Team Members

- Administrators
- Teachers
- Paraprofessionals
- Counselor
- Support staff
- Parents
- Community members
- Students



# Selecting the School Leadership Team Members



## The CliftonStrengths Domains

### EXECUTING

People with dominant Executing themes make things happen.

### INFLUENCING

People with dominant Influencing themes take charge, speak up and make sure others are heard.

### RELATIONSHIP BUILDING

People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

### STRATEGIC THINKING

People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.







## What's Your Style?

Style #1:	Style #2:	Style #3:	Style #4:
<input type="checkbox"/> Outgoing <input type="checkbox"/> Focused on the big picture <input type="checkbox"/> Drawn to Risk <input type="checkbox"/> Adaptable <input type="checkbox"/> Imaginative <input type="checkbox"/> Likes to brainstorm <input type="checkbox"/> Spontaneous <input type="checkbox"/> Try new things	<input type="checkbox"/> Diplomatic <input type="checkbox"/> Empathic <input type="checkbox"/> Traditional <input type="checkbox"/> Relationship Oriented <input type="checkbox"/> Intrinsically motivated <input type="checkbox"/> Nonconfrontational <input type="checkbox"/> Collaboration	<input type="checkbox"/> Quantitative <input type="checkbox"/> Logical <input type="checkbox"/> Focused <input type="checkbox"/> Competitive <input type="checkbox"/> Experimental <input type="checkbox"/> Deeply Curious <input type="checkbox"/> Directness <input type="checkbox"/> Likes to solve problems	<input type="checkbox"/> Methodical <input type="checkbox"/> Reserved <input type="checkbox"/> Detail-Oriented <input type="checkbox"/> Practical <input type="checkbox"/> Structured <input type="checkbox"/> Loyal <input type="checkbox"/> Organized <input type="checkbox"/> Predictable <input type="checkbox"/> Likes a detailed plan

## Samples of Personality Activities

[https://www.uc.edu/content/dam/uc/sald/docs/Leadership/Instructions\\_True\\_Colors.pdf](https://www.uc.edu/content/dam/uc/sald/docs/Leadership/Instructions_True_Colors.pdf)

[http://schoolreforminitiative.org/doc/compass\\_points.pdf](http://schoolreforminitiative.org/doc/compass_points.pdf)





# The Leader's Role in Building Effective Teams

- **Identify skill gaps** - Look at the skills and competencies of your team and try to find people who complement each other
- **Identify and promote talent** - Identify people with talent and giving them opportunities to grow
- **Play to people's strengths** – Assign roles and tasks aligned to individual strengths
- **Help people to develop** – Along with identifying people's strengths and talents you must try to help them develop areas of weakness
- **Lead by example** – Act as a role model for both staff and students
- **Move people on** - While you always try to grow leaders and develop people you also must address those who don't want to be there
- **Build collective responsibility** – Ensure the team understands they have collective responsibility
- **Be positive** - There is no such thing as failure; you can learn from mistakes take risks and have a 'no blame' culture.



# What do Leadership Teams do?



School Leadership Teams focus on the increased achievement and engagement of every student through continuous improvement



# Leadership Team's Work



Develops the school's action plan for improving instruction, student learning and monitors progress on the plan



Supports and leverages the professional learning system through creating effective coaching relationships, develop capacity of teacher teams and planning impactful professional development



Learns through analyzing data on what is and isn't working and adjust accordingly



Facilitates two-way communication and engages all staff on the school's strategic focus.



Engages in regular reflections on the team's own processes and effectiveness and takes action to improve



# Additional Team Functions to support



Provide Data Systems



Data-driven Decision-making



Promoting Collaborative Partnerships



Provide Professional Development



When will the leadership team meet?

How often?

How will norms be developed?

What agenda format will be used?

What roles will be assigned to team members?

How will consensus be reached?





Learn  
More

## Additional Resources

- [Instructional Leadership Teams to the Rescue](#)
- [The 10 Key Skills of Successful School Leaders](#)
- [Bringing Intentionality to Instructional Leadership Teams](#)





Thank you so much for your time today!

If you would like copies of the materials used throughout the webinar, please visit

<https://www.azed.gov/improvement/professional-learning>

All documents are posted below the module.

If you need additional support or have any questions, please contact your program specialist or send a message to

[SchoolImprovementInbox@azed.gov](mailto:SchoolImprovementInbox@azed.gov)

