HOW TO CREATE TEACHER LEADERSHIP?

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The foundation of a performing school is shared leadership. All the internal and external stakeholders must be included in the decision-making process of the school. This will ensure that the vision, mission and direction of the school will be decided upon collectively for the best interest of all the parties.

In the school setting, the teachers are the key players in the teaching-learning process hence they should be encouraged to do some leadership goals. After all, great leaders don’t create followers, instead they create other leaders.

As school heads, how are we going to create teacher leaders? There are many ways on how we can equip our teachers to become leaders and share our leadership responsibilities. Below are some of them.

1. Let the teachers lead professional development trainings. Learning Action Cell (LAC) sessions, In-Service Trainings (INSET), school workshops, symposiums and the likes should be designed, implemented and vetted by teachers. They should be in-charge of running the training programs. They should be the ones to give the modelling and to provide the information to their colleagues. We can tap the master teachers and those teachers with specialized skills to train other teachers. These teachers will respond better to a training designed and implemented by their colleague. The teacher-trainers will also be practiced to lead their co-teachers.

2. Designate a teacher-in-charge. There are times that the school head is not present in the school due to meetings, seminars, conferences, travel and illness. The school head should choose a teacher-in-charge and designate him/her to make decisions for the
school as needed throughout the day. This can be a great training for teachers who want to be administrators in the future. A rotation of this practice throughout the school year will give many teachers exposures to the work of the administrator while developing the teachers’ leadership skills.

3. Conduct team leadership in the school. The school’s leadership team should be composed of the administration, teachers, and the support staff. The teachers’ voices should be heard during the faculty meeting to ensure shared decision-making and shared leadership thereby making the teachers feel their shared responsibilities and accountabilities. When the teachers’ shared ideas are accepted by the school head, the teachers will likely support the programs because they will feel the ownership of the programs. Cooperation from the teachers will also be highly possible because they are included in the process.

4. Practice teacher mentorship program. New teachers need a lot of support during the first two years of their teaching careers. Although the school head is there to guide the new teacher, assigning a teacher-mentor to the novice teacher will be of great help for the both of them. The novice teacher will feel at ease in the process while the veteran teacher can strengthen his/her skills while developing his/her leadership skills to the new teacher. This also can lead to a bond between the mentor (veteran teacher) and the mentee (novice teacher).

5. Give rewards and recognition to teachers. Giving praises, recognitions and rewards to performing teachers and teacher-leaders will inspire them to perform more for the students, their colleagues and the school. If the teachers feel that they are important, they will act more than what is expected from them. They will serve as good role models for others to follow.
References:

Five Ways to Foster Leadership
by: David Franklin (Jan. 19, 2018)
http://bit.ly/2mVQGPR