

# What is an Instructional Leadership Team?

An Instructional Leadership Team (ILT) is comprised of the principal and teacher leaders who collectively develop and support shared and distributed leadership practices in a results-focused learning environment. Their main charge is to lead instructional improvement and thus the improvement of student achievement. Instructional leadership is focused on improving the quality of student learning by all staff in a teaming approach.

### Who are the members of the team?

- Principal
- •Teachers representing various grade levels/subjects
- •Special Education Teacher
- •ELL Teacher
- Instructional Coaches

# What are the roles and responsibilities of an ILT?

- Be committed to school-wide change
- Be respected by colleagues
- Create a Vision Statement that will be beneficial to the whole school
- Provide meaningful change to instructtion and student achievement
- Be supported by team members and school community including administration
- Support current initiatives
- Demonstrate effective interpersonal skills
- Participate in and encourage open discussions of educational issue
- Be committed to do the work
- Analyze and use data to improve instruction and understand staff needs
- Communicate information, discussions and decisions from the ILT meetings to staff they represent so everyone feels a part of the school improvement efforts
- Voice concerns and ideas from the staff they represent
- Collect instructional data via walkthroughs, peer observations, and looking at student work
- Be willing to provide professional development

# Why shared and distributed leadership?

Shared and distributed leadership has shown to support positive relationships between stakeholders as it relates to leadership, organizational improvement, and student achievement. Over the past several years, studies have identified the importance of distributed leadership as one major contributor to positive change and school improvement.

Research on the MA Turnaround Practices has shown that one difference between high performing and low performing schools can be attributed to different degrees of leadership distribution. High performing schools make use of distributed leadership in varied ways. They ensure two-way communication is evident so that that are no misconceptions about roles and responsibilities as well as the focus of the work school-wide. From the Turnaround work we have learned that shared responsibility along with explicit support and flexibility from central office is key to success.

In summary, as identified in the MA Turnaround Practices leadership, shared responsibility, and professional collaboration are important components of, and contributor to whole school improvement.



For more information on Turnaround Practice 1: http://www.mass.gov/edu/docs/ese/accountability/turnaround/turnaround-practices-508.pdf

## Interested in developing your ILT?

Contact your Assistance Lead (DSAC RAD) (ODST Liaison)

### **Turnaround Practice 1 and ILTs**

<u>Turnaround Practice 1</u>: Leadership,
Shared Responsibility, and Professional
Collaboration

The school has established a community of practice through leadership, shared responsibility, and professional collaboration. Using autonomy and authority to improve teaching and learning

collective, distributed leadership structures, and practices are apparent throughout the school building in the form of an active, well-represented instructional leadership team and grade-level and vertical teams. Administrators and teachers are jointly committed to and have assumed shared ownership and collective responsibility for improving student achievement.

Administrators and teachers (through teacher teams or involvement in an instructional leadership team) are actively monitoring and assessing the implementation and impact of key improvement strategies, use of resources, classroom instructional practices, and nonacademic supports on student achievement.

## Massachusetts

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## STATEWIDE SYSTEM OF SUPPORT



"Great leaders harness personal courage, capture the hearts and minds of others and empower new leaders to make the world a better place." Maxine Driscoll, Founder Think Strategic



# Instructional Leadership Teams



