

Saanich Leadership Program

Goals:

- *To consider the challenges and possibilities of teacher leadership*
- *To engage in a conversation with teacher leaders throughout the district*

Agenda:

- C. Hunter; D. Mark on teacher leadership (3:30-3:50)
- Panel on Informal leadership: Developing your skills as a teacher leader:
- Hosted by a group of School Leaders (4:00) Jessi Dildy, Kim Graves, Kimberly Koenig, Jennifer Alberring, Sherisse Norris and Shannon Moore



Four Types Of Authentic Informal Leaders

- Pride builders
 - Exemplars
- Networkers/Ability to Collaborate Effectively
 - Early thoughtful adopters

Informal Leadership Traits

Traits of an informal leader

Under a microscope, Informal leaders tend to have a few things in common:

- **They're good at building relationships.** And they make friends with lots of different kinds of people—they're not cliquy.
- **They deeply understand the organization.** They know how things work. They know what the culture is, they understand the leaders, the history, and the unspoken rules. They know what battles are worth fighting and which are not. They share their knowledge with others generously and without hubris or fanfare.
- **They help without ulterior motives.** They see the work that needs to be done and they do it. They're not looking to be rewarded, and the offer to help isn't leverage to gain power.
- **They're early adopters.** They tend to be the first one to know about new tools and technologies, which signals to everyone else that they're not following anyone.

Challenges of Informal Leadership

- *Collegial Relationships--be direct about your connections and perspectives
- *Clarity around roles and responsibilities
- *Risk-taking/ Asking the challenging questions
- *Risk of complacency



Informal Leadership Resources

[Why Informal Leaders Matter](#)

[Many Faces of Leadership](#)

[Change in Schools: Importance of Informal Leaders](#)

[Tracing the Work of Informal Teacher Leaders](#)

Next Session

Systemic change--what are the elements and how can we make it happen?