

2023 FEBRUARY CULTURE AND CLIMATE CALENDAR

DISTRIBUTED LEADERSHIP

WEEK 1

Why

The whole is greater than the sum of its parts

- Values multiple perspectives and feedback
- Increases creativity and supports innovation
- Increases productivity and leverages expertise
- Fosters teamwork and mutual accountability
- Fuels a sense of collective efficacy
- Connects to teacher retention and student outcomes

[How Distributed Leadership Can Help Leaders and Schools Right Now | New Leaders Blog](#)

WEEK 2

What

Shared vs centralized decision-making

- Refers to a range of flexible approaches that expand traditional leadership concepts
- Shared influence that can contribute to positive organizational improvement and change
- Includes a wide range of both formal and informal leadership roles
- Is a condition vs a “model” that creates shared responsibility and mutual accountability toward common goals

WEEK 3

How

Intentional planning & support increases effectiveness

- Intentionally develop professional collaboration skills vs cooperative skills
- Identify your staff's expertise in leadership, content, pedagogy, skills, and talents
- Develop leadership roles to leverage all expertise, skills, and talents
- Consider both formal and informal leaders on campus

[TNTF Home Page](#)

WEEK 4

Considerations

Certain conditions facilitate shared/distributed leadership

- Clear and shared mission/vision
- Structures to facilitate planning and discussion
- Relational and mutual trust
- A culture that supports collaboration
- Structures that support systemic autonomy

[10 Principles to Move Your School Toward Distributive Leadership](#)
[Nextgenlearning.org](#)