

Leadership Pathway

| | Leader of self | Leader of others | Leader of leaders | Leader of campus |
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| What “type” of leadership do I exhibit? | Individual contributor, team player, role model for junior/new team members | Leads a team and is responsible for delivering results through others | Delivers results through other leaders; develops the skills of other leaders and creates conditions for them to succeed | Is accountable for the culture and performance of the campus |
| Example Roles | <ul style="list-style-type: none"> - Teachers - Librarians - Counselors - Nurses - Teacher Aides - Social Workers - + More | <ul style="list-style-type: none"> - Collaborative Learning Leader - Content Department Heads - Grade Level Chair - Instructional Coach | <ul style="list-style-type: none"> - Assistant Principal | <ul style="list-style-type: none"> - Principal |
| What prerequisites do I need? | <ul style="list-style-type: none"> - Bachelor’s degree - Valid Texas teaching certificate with required endorsements or training for subject and level assigned - One-year student teaching or approved internship | <ul style="list-style-type: none"> - Bachelor’s degree - Valid Texas teaching certificate - 3+ years of successful teaching | <ul style="list-style-type: none"> - Master's Degree - Valid Texas Teaching and Administrative Certificate - 3+ years of successful teaching experience | <ul style="list-style-type: none"> - Master's Degree - Valid Texas Teaching and Administrative Certificate - 3 Years of successful teaching experience - 5 years of experience in instructional leadership in a school or district level |
| When shifting up a level, what are the changes in my priorities and values ? | | <i>From Leader of self to Leader of others:</i> Shift from focusing on “doing the work” to getting work done through others | <i>From Leader of others to Leader of leaders:</i> Shift to take a department-wide view, rather than thinking of just one team | <i>From Leader of leaders to Leader of campus:</i> Shift from a department wide view to a campus-wide perspective; value a shared vision and longer-term strategy and goals |
| When shifting up a level, what are the key new skills to focus on? | | <i>From Leader of self to Leader of others:</i> -Coaching others and leading a team | <i>From Leader of others to Leader of leaders:</i> <ul style="list-style-type: none"> - Ability to evaluate teaching efficacy based on data - Coaching leaders of others - Ability to manage department budgets | <i>From Leader of leaders to Leader of campus:</i> <ul style="list-style-type: none"> - Ability to manage campus-wide budgets - Ability to develop and implement campus-wide strategic plans aligned with district vision and goals |