



We invite you to reflect on and assess where your team is with creating a culture of shared influence in collective leadership. Use the rubric below to identify specific areas of strength and opportunity. Use the right column to record evidence that your team meets or exceeds the target criteria shown in the center column and the left column to identify where your team has fallen short of the criteria.

Opportunities for growth

Description of criteria

Evidence of success

Shared work

Educators (teachers and administrators) co-create shared goals for both student performance and educator leadership. In addition, they have and use a system to track progress toward these goals.

Educators (teachers and administrators) work shoulder-to-shoulder to identify and address challenges that arise with both learning and leadership.

**Shared responsibility/
decision making**

Codified and transparent structures are in place for shared decision making that leverages specific skills and expertise of teachers.

Both formal and informal leaders have the autonomy to make some decisions that are beyond the confines of their classrooms and impact whole school success.

**Opportunities for growth****Description of criteria****Evidence of success****Reciprocal feedback**

Feedback processes are structured so that information flows in all directions:

- Administrator to teacher;
- Teacher to administrator; and
- Teacher to teacher.

There is a process to aggregate the feedback from all members of the team and take action in response to what is learned as a result.

Diversity, Equity, Inclusion, and Belonging (DEIB)

Attention is paid to ensuring that people who represent diverse roles and perspectives share influence on school success.