

Key Takeaways from *Training Teacher Leaders in a PLC at Work: A Guide to Cultivating Shared Leadership*

Core Premise

Strong Professional Learning Communities (PLCs) require shared leadership, not leadership centered only on the principal. Developing teacher leaders expands a school's capacity to improve instruction and student learning.

Key Idea #1: PLCs Require Shared Leadership

Principals cannot sustain effective PLCs alone. PLCs work best when the teachers who are part of the team are in charge of creating the norms, agenda, and taking minutes.

Administrators should strive to:

- Build leadership capacity among teachers.
- Distribute responsibility for facilitating PLC work.
- View teacher leaders as partners in school improvement.

Key Idea #2: Be Intentional About Selecting Teacher Leaders

Assigning teacher leadership roles should be based on:

- Credibility with peers
- Commitment to student learning
- Willingness to facilitate collaboration
- Openness to feedback and growth

Key Idea #3: Remove Barriers to Teacher Leadership

Common barriers that teacher leaders may face include:

- Lack of clarity about the role
- Fear of peer conflict
- Time constraints
- Lack of leadership training

Administrators should clearly define the roles teacher leaders play in PLCs (and beyond). Administrators should provide ongoing coaching and training to support teacher leaders in overcoming common obstacles.

Key Idea #4: Develop Teacher Leadership Skills

The book highlights 10 essential leadership skills teacher leaders should develop. Administrators should be intentional about providing teacher leaders with opportunities for professional development in these areas to build on their strengths and develop areas where teachers leaders may need additional coaching.

Key Idea #5: Shift the Principal's Role

PLCs are more effective when teacher leaders are responsible for leading the meeting and setting the agenda. Once teacher leaders take control of a PLC team, principals then shift their role to building the capacity of teacher leaders to sustain the initiative.

Training Teacher Leaders in a PLC at Work: A Guide to Cultivating Shared Leadership by Jasmine K. Kullar