# Teacher Leadership Core Skills and Competencies

<table>
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<tr>
<th>Core Skill</th>
<th>Core Competencies</th>
<th>Alignment with BPS Dimensions of Effective Teaching</th>
<th>Alignment with BPS Dimensions of Effective Leadership</th>
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| **Using Data**          | ● Understanding and analyzing data  
● Using data to inform decisions  
● Creating a culture of high expectations with data  
● Communicating with data | ● Monitoring and Assessment of Progress  
● Equity and High Expectations | 6. Data |
| **Supporting Instruction** | ● Understanding educators as adult learners  
● Observing and analyzing instruction  
● Providing growth-oriented feedback on instruction  
● Planning and implementing effective professional learning experiences  
● Evaluating and adapting instructional resources | ● Instructional Planning and Implementation  
● Content Knowledge | 4. Learning and Teaching  
5. Supervision and Evaluation  
7. Professional Development |
| **Shared Leadership**   | ● Building a collaborative learning-focused team  
● Understanding self and team as part of a system  
● Managing a team for effectiveness | ● Safe, Respectful, and Culturally-Sensitive and Responsive Learning Communities  
● Partnerships with Family and Community | 3. School Culture and Climate  
8. Shared Leadership  
9. Resources  
10. Family and Community Engagement |
| **Professional Expertise** | ● Reflecting on professional practice; knowing and growing one's self as a professional  
● Addressing organizational and cultural barriers to having and sharing expertise  
● Accessing, interpreting and using the professional knowledge base; staying current in the field  
● Contributing ones' expertise to improve research, policy & practice within the school or district | ● Reflection, Collaboration and Personal Growth  
● Professionalism | 1. Understanding and Managing Self  
2. Resilience |

These competencies were derived from a review of the literature (research, national and local standards) including:

- The “Teacher Leadership Skills Framework” from the Center for Strengthening the Teaching Profession
- The "Model Teacher Leaders Standards" (April 2010 draft) from the Teacher Leadership Exploratory Consortium
- The "Five-state Leadership Consortium” of the Council of Chief State School Officers (CCSSO)
- The "New Teacher Center Mentor Academy" at University of California, Santa Cruz
- The “BPS Dimensions of Effective Teaching” and “BPS Dimensions of Effective Leadership” from the Boston Public Schools
- The "MA Professional Standards for Administrators” used for licensure in Massachusetts
- The "National Board Certification for Educational Leaders” from the National Board for Professional Teaching Standards (NBPTS)
- The "National Educational Technology Standards for Administrators (NETS-A)” from the International Society for Technology in Education (ISTE)