



Tailored Leadership Solutions



Pro Tips for Principals

Instructional Leadership

Why is Instructional Leadership Important?

Research indicates that strong instructional leadership has a significant impact on student achievement.

When principals actively engage in these practices, it leads to:

- **Improved teaching quality:** Teachers become more effective in their instruction, leading to better student engagement and learning.
- **Increased student achievement:** Students make greater academic progress and achieve higher levels of success.
- **Stronger school culture:** A collaborative and supportive environment is created where teachers feel valued and empowered.

Instructional leadership style is crucial because it directly impacts student outcomes by ensuring that the teaching and learning processes are effective and align with educational goals.

The focus is squarely on improving teaching and learning. It's about creating a school environment where teachers are empowered to continuously develop their skills to enhance student outcomes. (One year's growth in one year)

Think of it as being the "lead learner" of your school. You're not just managing the building and resources, but actively guiding the direction of instruction.

Here's a breakdown of what it involves:

Key Aspects of Instructional Leadership:

- **Setting a Clear Vision:** Establish a shared understanding of what high-quality instruction looks like and the goals for student learning.
- **Curriculum Development:** Oversee the development and implementation of a rigorous and relevant curriculum aligned with standards.
- **Observation and Feedback:** Regularly observe classroom instruction, provide constructive feedback to teachers, and model effective teaching practices.
- **Professional Development:** Facilitate ongoing professional learning opportunities for teachers that are aligned with school goals and individual needs.
- **Data-Driven Decision Making:** Use student data to identify areas of strength and weakness and inform instructional strategies and interventions.
- **Resource Allocation:** Ensure that teachers have the necessary resources, materials, and technology to support effective instruction.
- **Building a Collaborative Culture:** Foster a school climate where teachers collaborate, share best practices, and learn from each other.
- **Promoting High Expectations:** Set high expectations for both student and teacher performance and create a culture of continuous improvement.

In essence, instructional leadership is about being a champion for teaching and learning in your school. It's about creating a vision, providing support, and fostering a culture where everyone is focused on student success.

Tailored Leadership Solutions - Instructional Leader Guide



This checklist is designed to guide your daily, weekly, and monthly actions as an instructional leader, ensuring you're effectively supporting teachers, promoting best practices, and fostering a culture of continuous improvement.

Daily Practices

Visibility and Presence:

- Be visible and present in classrooms and common areas.
- Engage in informal conversations with teachers and students.
- Observe classroom instruction and provide informal feedback. (LW&T)

Support and Collaboration:

- Offer assistance and resources to teachers.
- Facilitate collaboration and peer learning among teachers.
- Model effective instructional strategies.

Data-Driven Focus:

- Review student data to identify trends and needs.
- Use data to inform instructional decisions and interventions.
- Share relevant data with teachers to guide their practice.

Weekly Practices

Curriculum and Instruction:

- Review and refine curriculum alignment and pacing.
- Provide guidance on effective instructional strategies.
- Support the implementation of new initiatives.

Professional Learning:

- Facilitate professional learning communities (PLCs).
- Offer coaching and mentoring to teachers.
- Share relevant research and best practices.

Communication and Feedback:

- Conduct formal classroom observations and provide feedback.
- Communicate with teachers about student progress and concerns.
- Share updates and information with staff and stakeholders.

Monthly Practices

School-Wide Improvement:

- Analyse school-wide data to identify areas for improvement.
- Lead data-driven discussions with staff.
- Monitor the implementation of school improvement plans.

Evaluation and Reflection:

- Evaluate the effectiveness of instructional programs and initiatives.
- Reflect on your own leadership practices and identify areas for growth.
- Seek feedback from teachers and staff on your leadership.

Building Capacity:

- Identify and develop teacher leaders and senior leadership aspirant programs.
- Promote a culture of continuous improvement and innovation.
- Foster a positive and supportive learning environment.
- Ensure a quality annual performance review cycle for self and others.



Key Reminders:

- **Focus on student learning:** Keep student learning at the centre of all your decisions and actions.
- **Build relationships:** Cultivate strong relationships with teachers, staff, and students.
- **Communicate effectively:** Ensure clear and consistent communication with all stakeholders.
- **Be a lifelong learner:** Continuously seek to improve your own knowledge and skills.
- **Celebrate success:** Recognize and celebrate the achievements of teachers and students.

By consistently engaging in these practices, you can effectively lead instructional improvement, empower teachers, and create a thriving learning environment for all students.

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Principal's Self-Assessment Tool: Instructional Leadership



This tool is designed for principals to reflect on their practices and identify areas of strength and growth in instructional leadership.

Instructions:

1. **Honest Reflection:** Complete the self-assessment honestly and thoughtfully, considering your typical behaviours and practices.
2. **Gather Feedback (Optional):** If desired, seek feedback from your supervisor, colleagues, or teachers to gain additional perspectives on your instructional leadership.
3. **Analyse and Identify:** Analyse your responses and identify your strengths and areas for growth in instructional leadership.
4. **Develop Action Plans:** Create specific and actionable goals for your professional development based on your self-assessment.

Rating Scale:

- **4 - Consistently:** This statement accurately reflects my typical behaviours and practices.
- **3 - Frequently:** This statement generally reflects me, but there's room for improvement.
- **2 - Sometimes:** This statement applies to me in some situations but not consistently.
- **1 - Rarely:** This statement does not accurately reflect my typical behaviours or practices.

Assessment Areas:

1. Curriculum and Instruction

Statement	Rating Evidence/Examples
I have a deep understanding of the school's curriculum and its alignment with standards.	
I effectively communicate curriculum expectations and priorities to teachers.	
I provide guidance and support to teachers in implementing effective instructional strategies.	
I promote the use of research-based best practices in teaching and learning.	
I stay current with trends and innovations in curriculum and instruction.	

2. Assessment and Data Analysis

Statement	Rating Evidence/Examples
I have a strong understanding of assessment practices and data analysis.	
I support teachers in using a variety of assessments to monitor student learning.	
I effectively analyse school-wide data to identify trends and areas for improvement.	
I use data to inform instructional decisions and school improvement efforts.	
I communicate data findings clearly and effectively to staff, students, and parents.	

3. Teacher Support and Development

Statement	Rating Evidence/Examples
I provide regular and meaningful feedback to teachers on their instructional practices.	
I create opportunities for teacher collaboration and professional learning.	
I support teachers in their professional growth and development.	
I recognize and celebrate effective teaching practices.	
I create a culture of trust and support for teachers to take risks and innovate.	

4. School-Wide Improvement

Statement	Rating Evidence/Examples
I effectively lead school-wide improvement efforts focused on teaching and learning.	
I involve staff in the development and implementation of school improvement plans.	
I monitor progress towards school improvement goals and make adjustments as needed.	
I communicate effectively about school improvement initiatives to all stakeholders.	

5. Vision and Leadership

Statement	Rating Evidence/Examples
I articulate a clear vision for teaching and learning in the school.	
I inspire and motivate staff to achieve high standards of instruction.	
I promote a culture of continuous improvement in teaching and learning.	
I advocate for the resources and support needed for effective instruction.	

Action Planning:

- Based on your self-assessment, identify your key strengths and areas for growth in instructional leadership.
- Develop specific and actionable goals for your professional development.
- Create a plan to address areas for growth, including specific actions, timelines, and resources (e.g., professional development, mentoring, peer observation).
- Regularly review and reflect on your progress towards your goals.

This self-assessment tool provides a framework for reflection and growth in instructional leadership. Adapt and refine it to align with your specific context and goals as a principal.