# Pacing Guide: Igniting the Spark

# Building Culture, Climate, and Leadership Through Empowered Educators

## Workshop Objectives:

* Explore the role of trust, collaboration, and teacher leadership in cultivating a positive school culture.
* Engage in interactive reflection and team-building activities.
* Identify specific strategies to implement or turnkey back at participants' schools.

## Welcome & Introduction (10 mins)

* Facilitator intros (names, roles, and educational experience), followed by session norms and how to scan QR codes
* Icebreaker Question: "What does trust, collaboration, and empowerment look like in your school?"

## Focus Areas Overview (5 mins)

* Building intentional trust among educators
* Implementing effective collaboration structures
* Developing teacher leadership capacity

## Trusting Relationships Among Staff (15 mins)

* "Turn and Talk" prompts: Knowing staff, strengths, voice, respect
* Activity: "Connections Between Us" – mapping adult-to-adult trust
* Debrief and actionable ideas for building trust school-wide - “check-ins,” emotional safety and temperature checks, staff shout outs, transparent decision making

## Fostering Collaboration (25 mins)

* Discussion prompts around shared vision, psychological safety, and barriers
* Strategies:
	+ Protected time in schedule
	+ Intentional team structures with rotating leadership
	+ Digital collaboration tools
	+ Visibility and modeling by leadership

## Building Teacher Leadership (20 mins)

* Reflection: "What is your educator superpower?" And discussion: "Who are the hidden leaders in your school?"
* Strategies:
	+ Leadership roles beyond the classroom
	+ Micro-credentials/stipends
	+ Showcasing teacher-led success
	+ Advisory and steering committees for decisions

## Call to Action & Reflection (10 mins)

* Prompt: "What will you implement locally to empower teacher leadership?"
* Option: Develop a personal or team action plan