# Increasing Teacher Efficacy and Growth: Creating a School Culture of Empowerment – Pacing Guide

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## Description:

Discover how shared leadership fosters an empowered, positive school culture. This session explores leadership as an unlimited resource, boosting staff confidence and impact. Participants will engage in discussions and create personalized action plans to empower school teams and drive meaningful change.

## Big Ideas:

* Leadership is an abundant resource that can be shared and distributed
* Trust and Relationships Fuel Collaboration
* Empowered Teachers Drive Student Success
* Culture is Built Through Intentional Actions

## Objectives:

By the end of this session, participants will:

* **Recognize the power of shared and distributive leadership** to strengthen school culture and expand leadership across the building.
* **Understand how trust-based relationships enhance collaboration** and support a positive, empowering work environment.
* **Identify practical strategies and structures** (e.g., scheduling, co-teaching, planning time) that boost teacher efficacy and student success.
* **Begin crafting a personalized action plan** to apply leadership principles that empower staff and drive meaningful change in their school community.

## Outline and Interactive Activities:

1. Introduction (2 minutes)
2. Activity -The Leadership Belief Spectrum (10 minutes)
3. Shared and Distributive Leadership (DL) (8 minutes)
4. Relationships and Trust (10 minutes)
	1. Activity -Relationships are the Heartbeat of the School
5. Discussion and Sharing Examples of the Impact of DL at Reading-Fleming Intermediate School (RFIS) (15 minutes)
	1. Collaboration Resulting in Student Success
	2. Maintaining a Positive School Culture
6. The Next Steps (15 minutes)
	1. Development of an Action Plan to Meet the Needs of Your School