

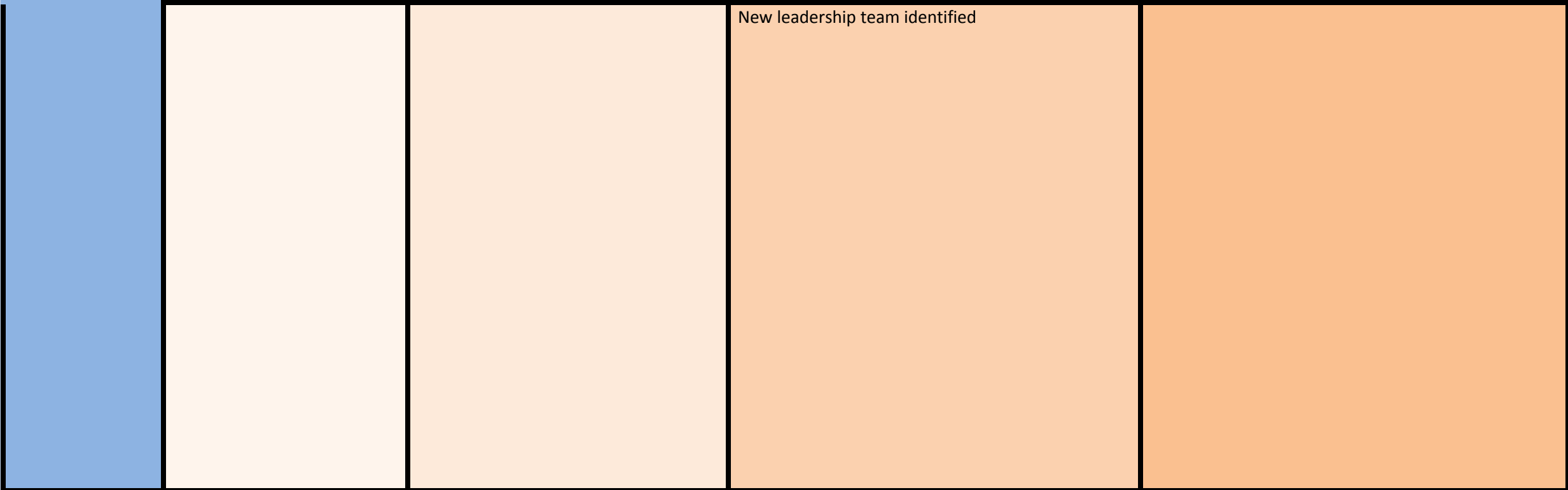
# Logic Model: Teacher Leadership Summit

**Problem Statement:** A lack of clarity regarding the decision making process has contributed to limited avenues, support or funding for leadership structures that enhance student achievement, sense of community and professional growth.

**Goal:** If we create a new collaborative leadership structure with a defined decision making process, then all staff will have the opportunity to develop and utilize their leadership skills in meaningful ways to support both student achievement and an increased sense of community and purpose.

<p><b><u>Rationale:</u></b></p> <p>We would like to create a systemized collaborative leadership structure to empower you with increased voice and support.</p>	<p><b><u>Inputs:</u></b></p> <ul style="list-style-type: none"> <li>• PAC</li> <li>• Superintendent</li> <li>• School Board</li> <li>• OEA</li> <li>• Research from summer</li> <li>• TOSAs</li> <li>• Staff</li> <li>• Students</li> <li>• Parents</li> <li>• Peer to Peer</li> <li>• Current mentors for new teachers</li> <li>• Ashland Schools Foundation</li> </ul>	<p><b><u>Activities:</u></b></p> <ul style="list-style-type: none"> <li>• 7 bi-monthly meetings</li> <li>• Regular communication with all staff</li> <li>• Stakeholder surveys</li> <li>• Review and summarize research</li> <li>• Analyze funding sources</li> <li>• Develop a criteria for selecting staff leaders</li> </ul>	<p><b><u>Outputs:</u></b></p> <p><b>1 month:</b></p> <p>List of topics for bi-monthly meetings</p> <p>Communication plan in place</p> <p>Data collection</p> <p><b>3 month:</b></p> <p>Recommendation for leadership structure plan</p> <p>Defined process for staff leader selection</p> <p><b>6 month:</b></p> <p>Clearly defined decision making structure</p> <p>Clearly defined staff leadership opportunities</p> <p><b>9 month:</b></p>	<p><b><u>Outcomes:</u></b></p> <p><b>Short Term: 1 year</b></p> <ul style="list-style-type: none"> <li>• Increased staff involvement in decision making</li> <li>• Increased sense of community</li> </ul> <p><b>Medium Term: 2 years</b></p> <ul style="list-style-type: none"> <li>• Increased staff involvement in decision making</li> <li>• Increased sense of community</li> <li>• Improved instructional practice</li> </ul> <p><b>Long Term: Beyond 2 years</b></p> <ul style="list-style-type: none"> <li>• Improved staff retention</li> <li>• Increased student achievement</li> </ul>
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New leadership team identified

**Student Impact:**

If we increase staff retention, improve instructional practices and enhance motivation, then student achievement will improve.

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