

MARICOPA COUNTY SCHOOL SUPERINTENDENT CULTURE & CLIMATE CALENDAR

JULY SHARED LEADERSHIP

WEEK ONE

Shared Decision Making

Shared decision making results in better decisions, increased engagement and saving time and energy.

- **Do you** include teachers, support staff and community members when making school decisions?
- **Do you** strategically and intentionally include diverse perspectives?

WEEK TWO

Deepening Your Bench

Relying on the same small group of teachers for multiple leadership responsibilities can lead to burn-out and missed opportunities that leverage all strengths.

- **Have you** worked with your staff to asset map the collective knowledge, skills, experience and interests present in your team?
- **Have you** thought about sustainability and/or succession planning with school programs and initiatives?

WEEK THREE

Building Capacity

Capacity building at the individual and school level are fundamental to school success.

- **How are you** encouraging faculty to take positive risks in order to keep growing?
- **Who can you** encourage and support in growing their leadership skills?

WEEK FOUR

Autonomy

Teacher autonomy is essential for ensuring a learning environment that addresses students' diverse needs and is strongly associated with teacher retention.

- **Are you** clearly granting or delegating autonomy?
- **Are you** providing ongoing and applicable feedback while also giving space?