

2023 NOVEMBER CULTURE AND CLIMATE CALENDAR

AUTONOMY

WEEK 1

What is autonomy?

The specifics of what it looks like in practice vary but consider the following...

- Autonomy is a teacher's perception about the degree to which they can make decisions related to their work.
- Individual autonomy- a teacher's authority to make decisions within their classroom.
- [Collective autonomy](#)- teachers making decisions together that they are jointly accountable for.
- It can be a [complicated](#) topic.

WEEK 2

Research Says...

Autonomy influences job satisfaction

- Teachers with greater levels of perceived classroom autonomy report higher levels of job satisfaction.
- Lack of autonomy can limit professionalism, authority, responsiveness, creativity, or effectiveness of teachers.
- Organizations suffering from over-management tend to be slow to make necessary changes and [building capacity strengthens](#) an organization.

[The State of the Teacher Workforce](#)

WEEK 3

For example... classroom level

The what of teaching can be fairly set but there is room for autonomy in the how

- Provide autonomy in decision making with instructional decisions, classroom management, SEL, schedule, classroom spending, pacing.
- Take [inventory](#) about the current level of perceived autonomy and use the data to inform decisions around increasing autonomy.
- Use common formative assessments designed by teachers.
- Encourage risk-taking & celebrate creativity.

WEEK 4

For example... school level

Representation shows respect and honors teacher expertise

- Include teachers in policy discussions at school and district levels (standards, SEL, working conditions).
- Leverage skills in your team to strengthen the school
- Design decision-making roles and/or expand teacher roles and influence.
- Provide teachers choice in professional development
- Give teachers agency in decision making.

[15 Areas of Potential Autonomy](#)