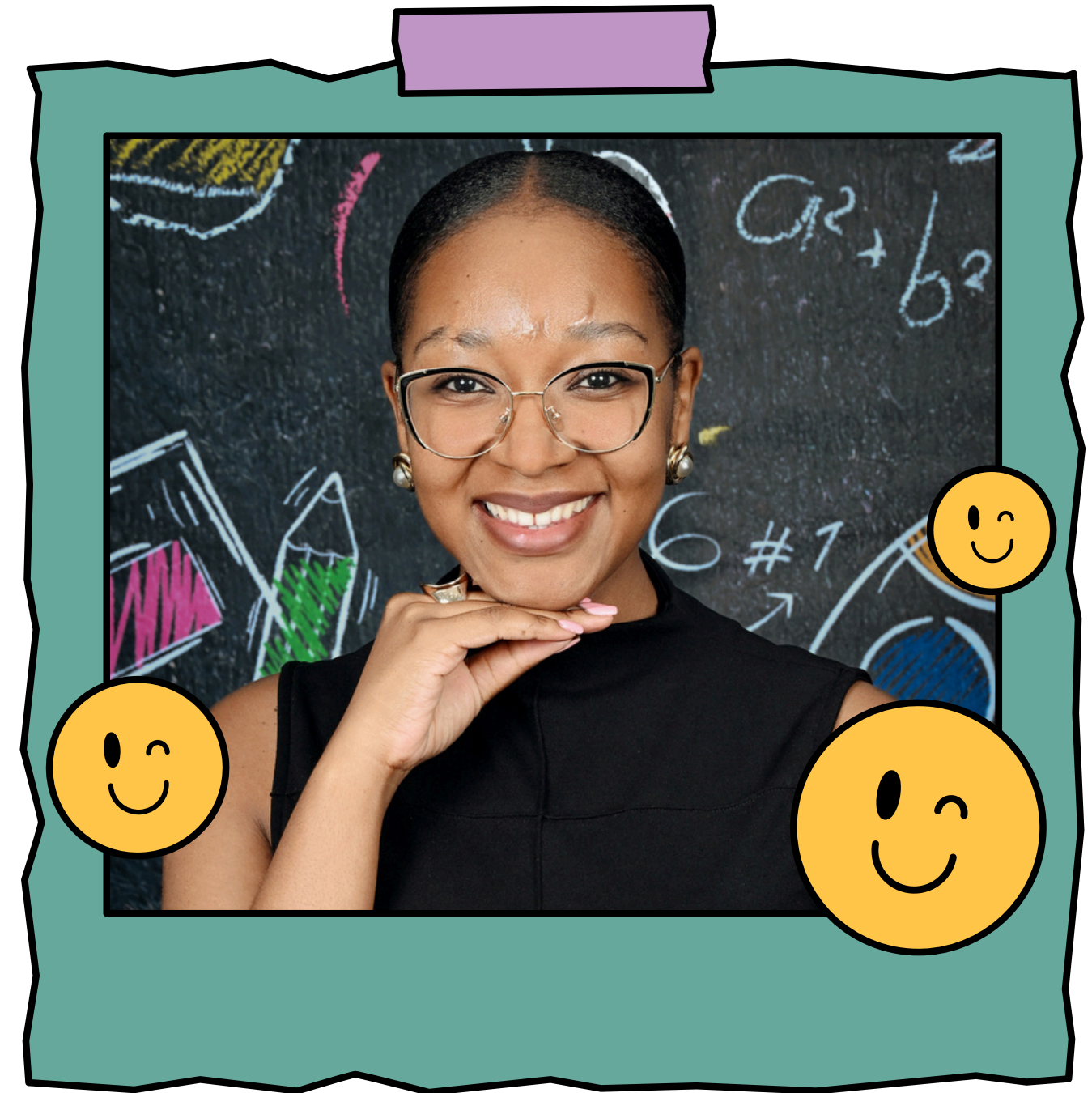


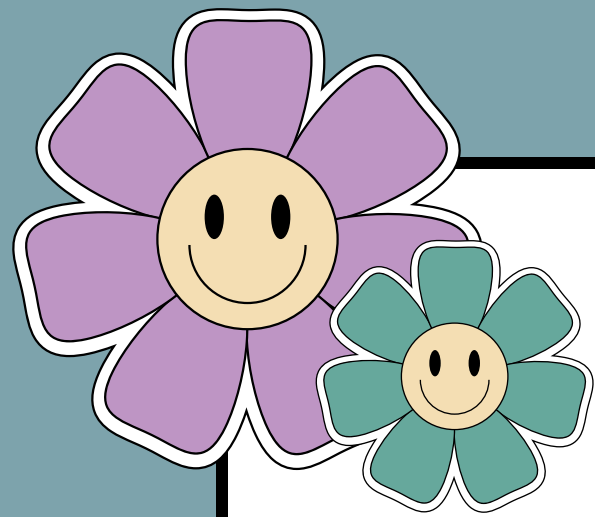


Leadership Before the Title:

**Why every teacher should be given the
opportunity to lead.**

Annelize Morgan



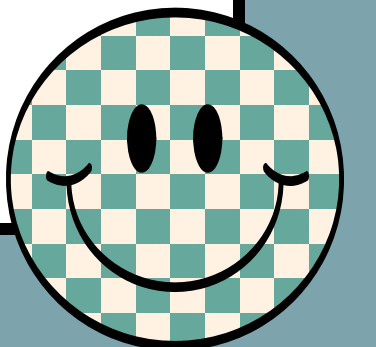


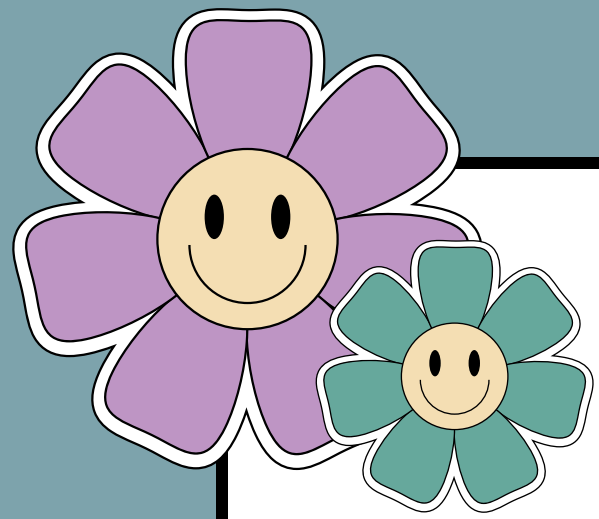
The Essentials

Currently:

**Service as Action Coordinator & MYP Language and
Literature Teacher**

MEd Education and Work

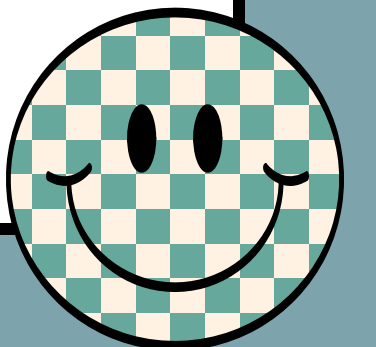


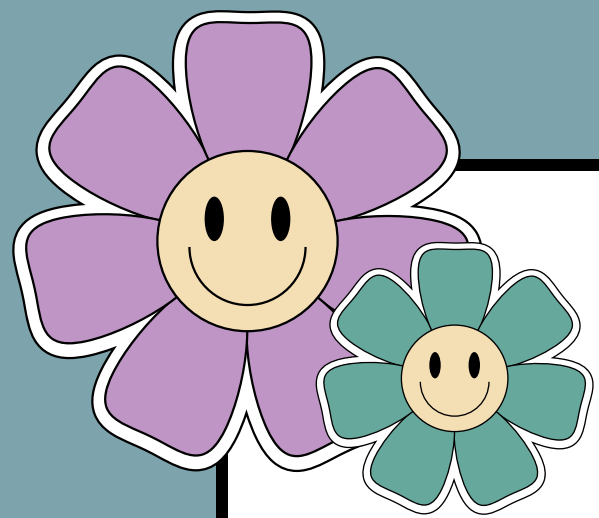


Central Question

**Are we developing leaders or simply filling
leadership positions?**

Teacher → Responsibility → Leadership → Influence

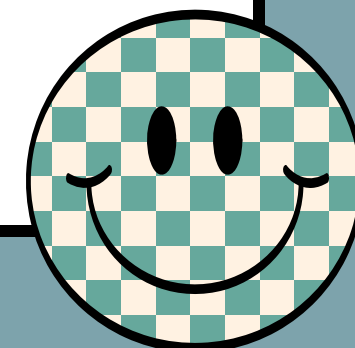
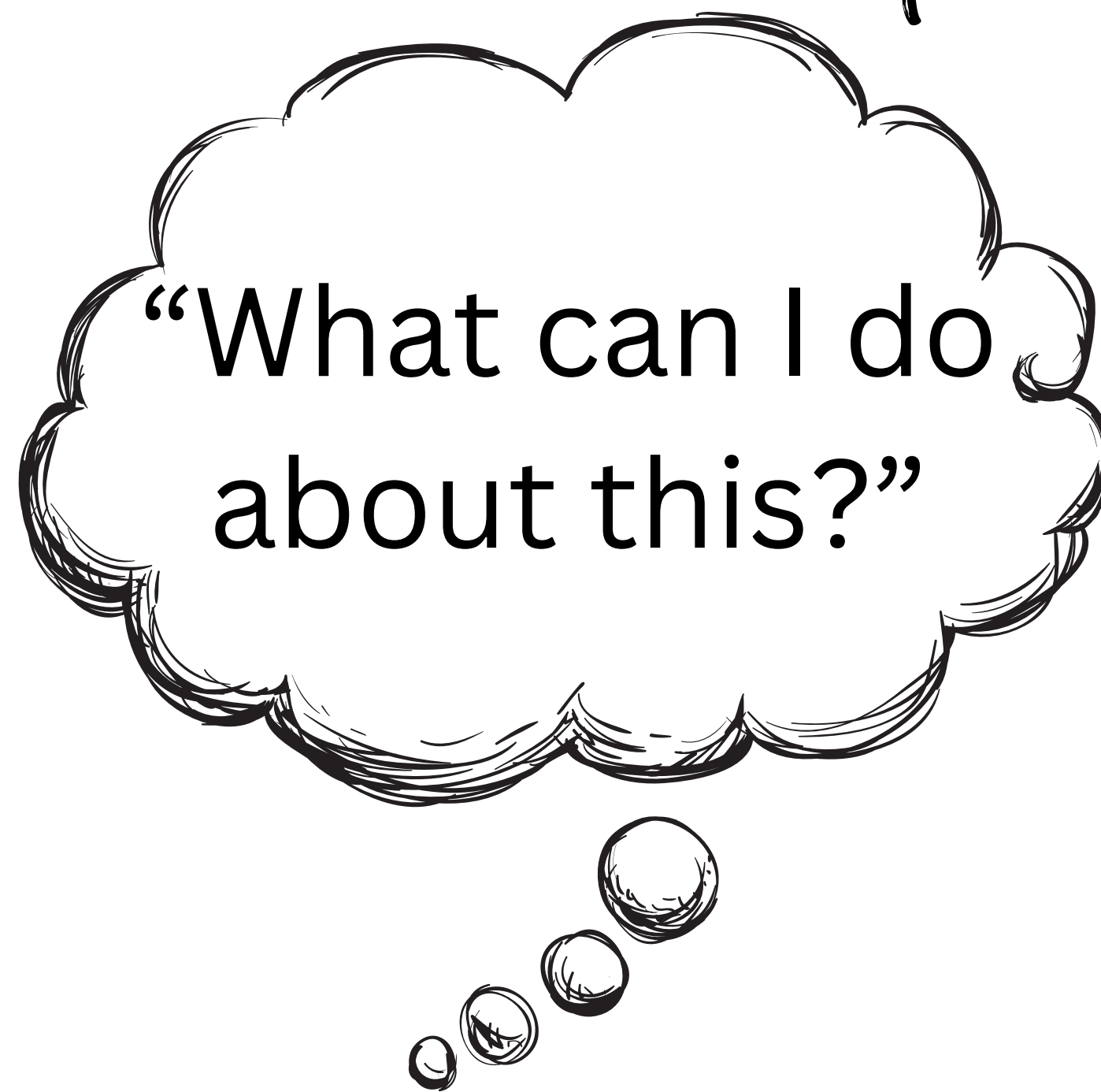


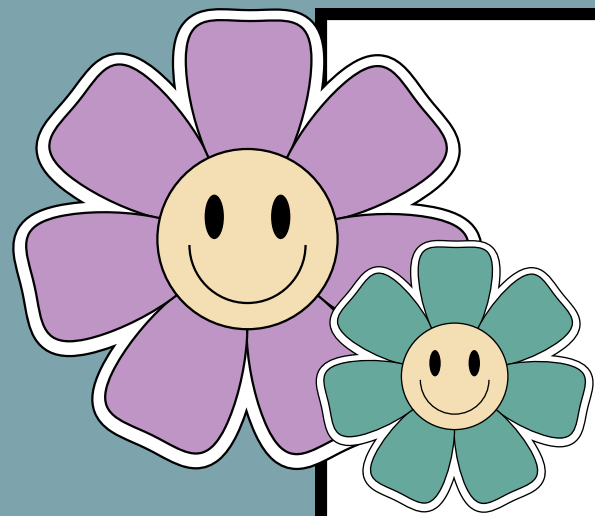


What is Teacher Leadership?

Capacity to:

- **Influence**
- **Initiate**
- **Collaborate**
- **Solve problems**
- **Reflect**
- **Create change**

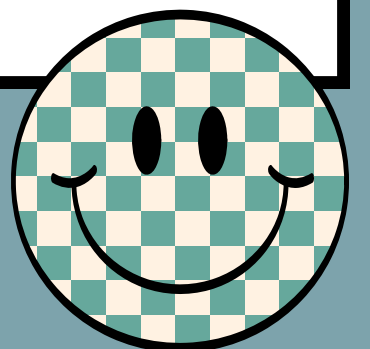


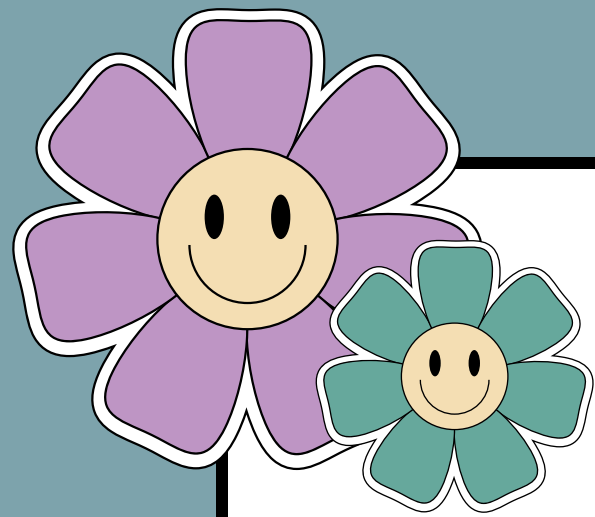


The Agency Problem

- **We cannot ask teachers to lead while treating them only as implementers.**
- **Compliance vs Agency**

Tell me what to do	What needs to be done?
Follow the process	Understand the purpose
Avoid mistakes	Learn through experimentation
Implement	Interpret and adapt
Wait for direction	Take Initiative





Connection to Literacy

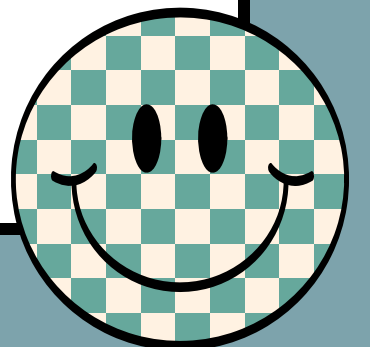
Deep learning requires agency. So does professional leadership.

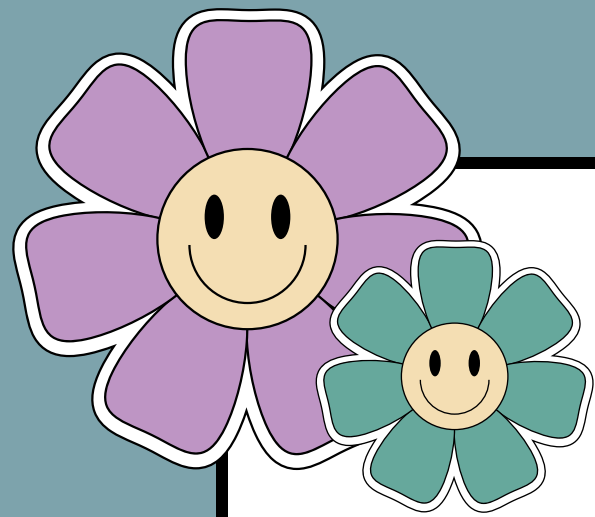


→ **Measurable Outcomes**

→ **Meaning making, interpretation, argument,
questioning, making connections, taking risks**

We cannot expect students to develop intellectual agency if the adults teaching them have little opportunity to exercise professional agency themselves.



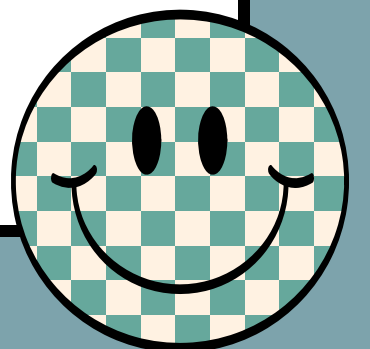


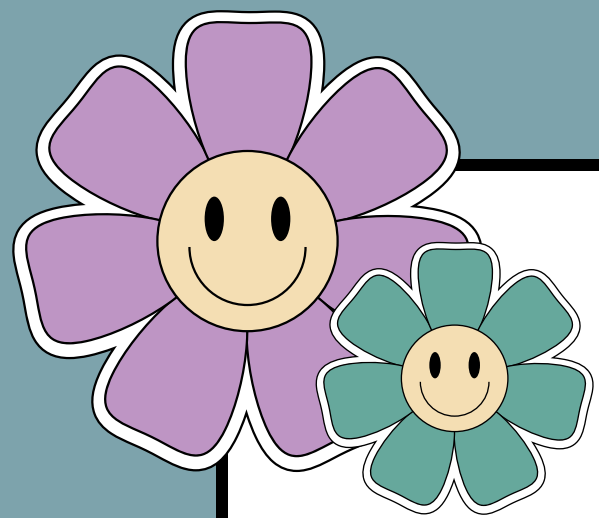
Leadership Development

Training → Certificate → Return to Work

Opportunity ↘ **Responsibility** ↗ **Reflection** ↘ **Feedback** ↗ **Growth**

Continuous leadership development is a cycle



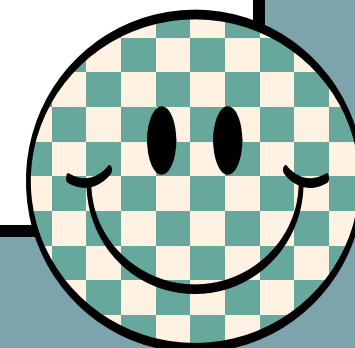


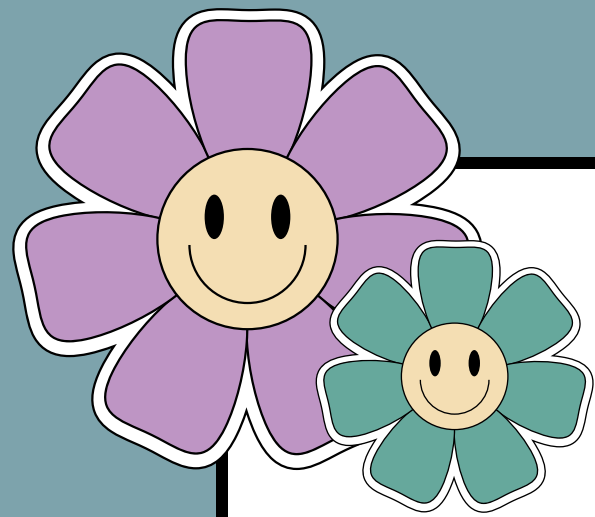
The career ladder problem

**What if professional growth didn't always
mean leaving the classroom?**

Teacher → HOD → DP → Principal

We need a broader leadership ecosystem.





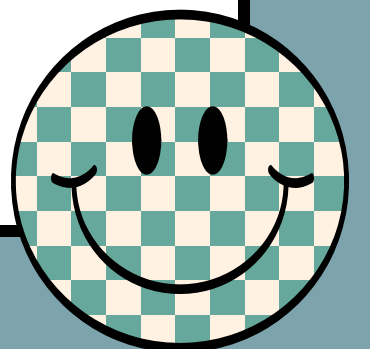
Leadership Succession

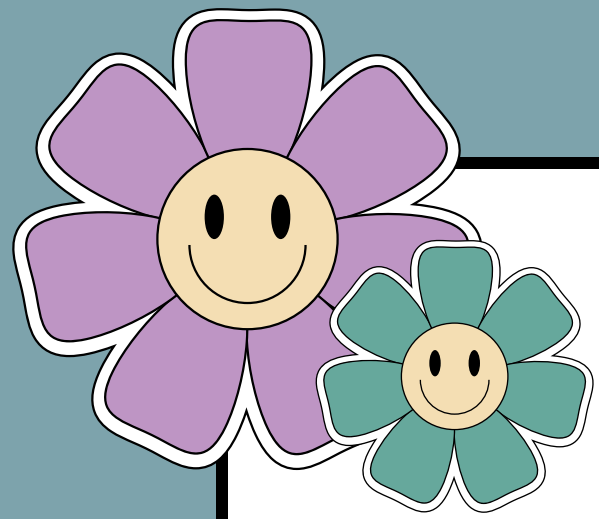
Don't ask: Who can replace them?

Ask: Who are we developing?

Teacher → HOD → DP → Principal

We need a broader leadership ecosystem.

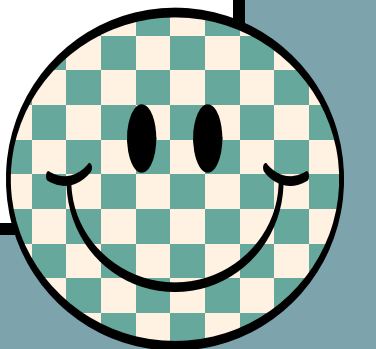


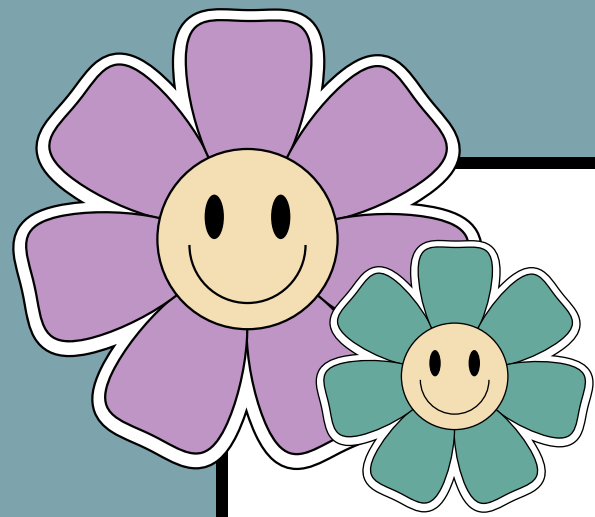


What schools can do?

Five practical shifts:

- 1. Identify potential early.**
- 2. Give teachers meaningful responsibility.**
- 3. Create mentorship relationships.**
- 4. Protect professional autonomy.**
- 5. Create multiple pathways for leadership.**





3 Questions

For teachers:

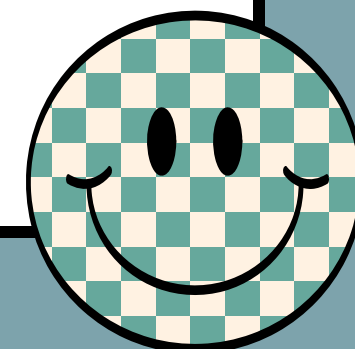
Where am I already leading?

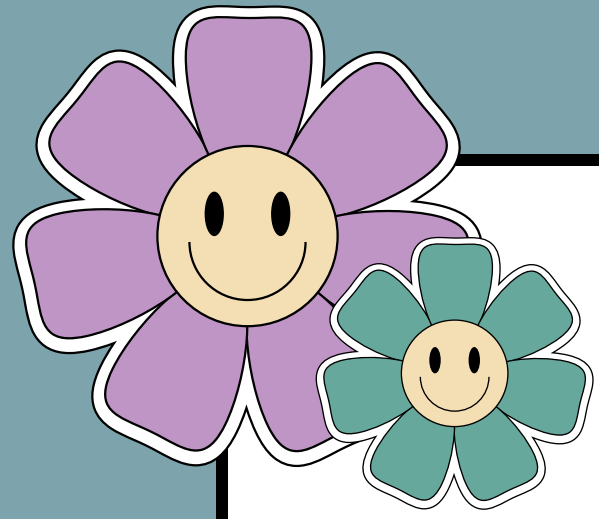
For school leaders:

Who am I currently developing?

For schools:

What structures allow leadership to emerge?





Closing

**Leadership is not a destination.
It is a capacity we continuously develop.**

**Leadership does not begin with a title.
It begins with agency.**

