Teacher as Leader

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Called to be ....

Disciple

Jesus, the Discipler

- Jesus shared his life with his disciples
- Jesus modeled the attitudes and behavior He wanted to see in His disciples
- Jesus scheduled classroom time with His disciples
- Jesus gave His disciples meaningful, practical assignments
- Jesus praised and encouraged His disciples when they experienced success **

Jane Fryar, "Go and Make Disciples"

Jesus, the Discipler

- Jesus set His disciples up for success
- Jesus went on to reinforce some of the important concepts they had learned and practiced
- Jesus asked His disciples questions and encouraged them to apply what they already knew
- Jesus confronted the disciples with their sin
- Jesus prayed for His disciples

Jane Fryar, "Go and Make Disciples"

Called to be …….

Teacher

Top Ten List of Issues and Challenges Facing the Lutheran Educator

10. Church worker recruitment and retention

9. Partnerships/collaboration

8. Accountability

7. Technology/Digital context

Top Ten List of Issues and Challenges Facing the Lutheran Educator

6. Changes in society/family structure

5. Professional identity

4. Professional development

3. Leadership development

Top Ten List of Issues and Challenges Facing the Lutheran Educator

2. Ministry identity

1. Global perspective

Implications for 21st Century Lutheran School Leaders

How do we change to meet the needs and challenges?

Called to be …….

Leader

Primary Roles of the 21st Century Lutheran Principal

- Spiritual Leader
- Visionary/Planner
- Instructional Leader
- Teacher Advocate

Professional Learning Communities

Cultural Shifts: Transforming Schools Through ….

- collaboration
- developing mission, vision, values and goals
- focusing on learning
- leadership
- focused school improvement plans
- celebration
- persistence

DuFour, Richard and Robert Eaker

Cultural Shift in Leadership

- Traditional Schools: Administrators are viewed as being in leadership positions while teachers are viewed as "implementors" or followers

- Professional Learning Communities: Administrators are viewed as leaders of leaders. Teachers are viewed as transformational leaders

Teacher as Leader

Lutheran Teachers

… model spiritual leadership.

Spiritual Leadership Characteristics

1. Study God's Word
2. Share Personal Faith
3. Apply Law and Gospel Appropriately
4. Exhibit a Passion for Ministry
5. Act Courageously
6. Demonstrate Integrity
7. Equip God's People for Service
8. Care for others
9. Pray

Stueber and Wilke

Servant Leaders ….

- place a premium on service
- want each follower to live a life of significance and purpose
- value the freedom and dignity of the individual
- want followers fully to develop their gifts and abilities
- value wholeness and growth for their followers and themselves

Jane Fryar, "Servant Leadership"

Lutheran Teachers

… model
visionary leadership.

Lutheran Teachers

… model servant leadership.

Servant Leadership Characteristics

1. Foresight
2. Commitment to the Growth of People
3. Conceptualization
4. Persuasion
5. Listening
6. Empathy
7. Awareness
8. Building Community
9. Stewardship
10. Healing

Effective Leaders

Are Visionary Leaders

They inspire a shared vision and model the way.

What is a leader??

Control   Manager

    Personality   Rules

Ideas   Outcomes   Rank

    Relationships   Tenure

Meetings   Salary

Why am I a leader?

- What got me here?
- How do I feel about it?
- What can I do to become a better servant leader?

Characteristics of a Christ-based Leader

- Christ-based leaders are servant leaders
- Christ-based leaders are leaders you can trust
- Christ-based leaders hire people with similar values
- Christ-based leaders pay attention to public relations
- Christ-based leaders make everyone a leader

Source: Kurt Senske

Personal characteristics

- Character
  - Be a piece of the rock
- Charisma
  - The first impression can seal the deal
- Commitment
  - It separates doers from dreamers

John Maxwell 1999

Personal characteristics

- **Communication**
  - Without it you travel alone
- **Competence**
  - If you build it, they will come
- **Courage**
  - One person with courage is a majority

Personal characteristics

- **Discernment**
  - Put an end to unsolved mysteries
- **Focus**
  - The sharper it is, the sharper you are
- **Generosity**
  - Your candle loses nothing when it lights another

Personal characteristics

- Initiative
  - You won't leave home without it
- Listening
  - To connect with their hearts, use your ears
- Passion
  - Take this life and love it

Personal characteristics

- Positive Attitude
  - If you believe you can, you can
- Problem Solving
  - You can't let your problems be a problem
- Relationships
  - If you get along, they'll go along

Personal characteristics

- Responsibility
  - If you won't carry the ball, you can't lead the team
- Security
  - Competence never compensates for insecurity
- Self-discipline
  - The first person you lead is you

Personal characteristics

- Servanthood
  - To get along, put others first
- Teachability
  - To keep leading, keep learning
- Vision
  - You can seize only what you can see

Relationships

The key to meaningful ministry

Relationships

- Developing the Christian leader within you

- Developing the Christian leader within your co-workers

- Developing the Christian leader within your students

Source: Dr. Tom Cedel

Leadership Capacity

- *"broad-based, skillful participation in the work of leadership"*
  - Community
  - Shared purpose
  - Mutual regard and caring
  - Insistence on integrity and truth
  - All humans are capable of leadership
    - ("all children can learn")
  - Administrators, teachers, parents, children
  - Assumptions **
  - New roles for participants

Linda Lambert, "Leadership Capacity"

Leadership Qualities in Teachers

- Principled

- Honest and ethical

- Organized

- Perceptive

- Empathic and Supportive

- Altruistic

- Accessible

- Resourceful

Leadership Qualities in Teachers

- Fair
- Accepting
- Vulnerable
- Forward-thinking
- Global
- Decisive and incisive
- Intelligent

Principal's New Role

- Know himself and clarify his values
- Extend those understandings to the school and staff
- Formally and informally assess the leadership capacity of the school
- Vow to work from the school's present state and walk side-by-side with staff toward further improvement

Principal's New Role

- Build trust
- Develop norms
- Establish mutual understanding with staff about decision rules
- Develop a shared vision
- Develop leadership capacity in others
- Establish the leadership team as a design team

Parents as Partners

TRADITIONAL ROLES

Customers to be satisfied

Servants to the school

Obstacles to change

Critics to be persuaded

Students of parenting

Audience for staff decisions and actions

Fund raisers

Clerks and carpenters

RECIPROCAL ROLES

Partners to be engaged

Collaborators with faculty and staff

Facilitators of change

Colearners

Coteachers

Decision makers with staff

Resource developers

Team members

Implications and Examples?

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Servant Leadership Tools

- **The Greenleaf Center**
- http://www.greenleaf.org/
- **What is Servant Leadership?**
- http://www.greenleaf.org/home.html
- **Who is the Sevant Leader?**
- http://www.greenleaf.org/who-issl.html
- **Who was Robert Greenleaf?**
- http://greenleaf.org/rkgbio.html
- **10 Key Elements of Servant Leadership**
- http://greenleaf.org/carelead.html
- **Reflections on Themes in Servant Leadership**
- http://greenleaf.org/spears.html