

EPISODE 335

The 3-Tier Model of Instructional Leadership: Intro



INSTRUCTIONAL
LEADERSHIP SHOW

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Essential Question



How do I have an impact on teacher practice as an instructional leader, both directly and indirectly?

Walkthroughs & The Tiers



The focus of my model has always been on:

- Building Professional Relationships
- Gathering Decisional Information

But then what do we do?



3 Tiers of Instructional Leadership



Tier 1: Feedback on specific teaching

Tier 2: Coaching to grow each teacher

Tier 3: Systems for learning

Tier 1: The Teaching



- Specific walkthrough or formal observation
- Specific evidence
- Evidence-driven questions to prompt reflection on specific teaching decisions
- Largely a post-mortem of the teaching itself



Tier 2: The Teacher



- Goal-setting and coaching for growth
- Observation + other sources of evidence
- Reflection for long-term improvement
- Focused on the individual teacher



Tier 3: The System



- School-level factors that affect learning *other than* the teacher
- Transcend any one person or their practice
- CAIRO: Curriculum, Assessment, Instruction, Rules, Operations



Why Systems Matter



- People work within systems that *support* and *constrain* their effectiveness
- Every school must tolerate turnover
- Better systems attract and retain better people
- Changing systems is faster, cheaper, and easier than changing people

How The 3 Tiers Work Together



- Tier 1 gives you firsthand information about *practice*
- Tier 2 gives you firsthand information about *people*
- Tier 3 gives you impact *beyond* people

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