

Addressing the Middle: Challenges and Opportunities in Middle Level Leadership

WEBINAR SUMMARY

Thank you for attending today's webinar! As promised, here's a summary of key takeaways and considerations.

Middle level leadership in schools is often overlooked but crucial for organizational health. However, many capable educators hesitate to step into leadership roles due to various challenges. To identify potential leaders, it's essential to look for specific traits.

Middle level leaders bridge the gap between strategic vision and operational excellence, but many face significant challenges, including a lack of support and resources.

WHAT TO LOOK FOR:

- **Capacity:** Leaders need both intellectual and organizational skills. This includes understanding complex issues, multitasking, managing resources, and navigating the complexities of the educational system.
- **Coachability:** Successful leaders are open to feedback, continuously improving, and prioritizing listening.
- **Commitment to Culture:** Effective leaders contribute positively to school culture, operating with integrity and a commitment to the school's mission. Servant leadership, focusing on empowering others, is crucial.

Middle level leaders play a crucial role in school success.

Complete our **FREE diagnostic** to receive a **custom report** for each member of your leadership team.

This report highlights the **three key qualities** for identifying effective middle level leaders, as identified by Future Design School's action research: Capacity, Coachability, and Commitment to Culture.





Giving educators low-stakes leadership opportunities allows them to showcase their potential. Look for authentic vulnerability, strategic thinking, personal accountability, collaborative approaches, and adaptability when identifying potential leaders.

Identifying and nurturing potential leaders is essential for the long term success of a school. By recognizing and developing these individuals, schools can build a strong pipeline of future leaders who are equipped to tackle the challenges of middle level leadership.

Once educators are in leadership roles, supporting their growth and empowerment is crucial.

CONSIDERATIONS FOR SUPPORTING LEADERSHIP GROWTH:

- **Encourage the Bigger Picture Perspective:** Leaders should understand how their role fits into the larger school vision. Communicate the school's vision and involve leaders in long term strategy development.
- **Enhance Decision Making Skills:** New leaders often struggle with decision making. Use decision making models, gradual release of responsibility, and reflective practices to enhance their decision making skills.
- **Ongoing Training and Development:** Identify areas for improvement and provide training accordingly. Offer experiences outside the school building and ensure professional development aligns with the school's goals.
- **Performance Reviews:** Use formal performance reviews to acknowledge achievements and pinpoint development opportunities. Triangulate data through observational assessments, peer feedback, self evaluation, and formal performance reviews.



Effective leadership development programs not only identify potential leaders but also provide ongoing support and training to ensure their success in their roles.



MIDDLE LEVEL LEADERSHIP DEVELOPMENT PROGRAM

Imagine a school where every teacher has the opportunity to become a leader, where potential leaders are identified, nurtured, and supported to grow into their roles effectively.

Imagine a school where every teacher has the opportunity to become a leader, where potential leaders are identified, nurtured, and supported to grow into their roles effectively.

What if, at the end of each school year, the school posted internal project positions? These project based leadership opportunities would be connected directly to key strategic priorities. Teachers could apply to lead projects such as creating a new digital citizenship program for middle school students or driving Journey Based Assessment approaches amongst faculty.

Selected teachers would become part of a leadership development cohort, receiving ongoing training throughout the school year. They would be mentored by senior leaders and evaluated based on their capacity and coachability.

All this, and more, is possible — and we can help! **Here's how to get started:**

- ✓ **Book a meeting** with a member of our senior leadership team — email team@futuredesignschool.com.
- ✓ Download a copy of our new **Future of Education Report** — here's a [direct link](#) to the PDF.
- ✓ Complete our **Middle Level Leader Diagnostic** — and receive a [custom report](#).

