



**MILWAUKEE
PUBLIC SCHOOLS**

Resolution 2223R-009 Collaborative/Shared Leadership

February 16, 2023

Dr. Keith P. Posley
Superintendent

Five Priorities for Success



Resolution 2223R-009

Collaborative/Shared Leadership

- Adopted by the Board on November 17, 2022
- Identifies practices and standards for collaborative leadership
- Requires professional development to school and district level leaders



Practices and Standards for Shared Leadership

- Intentional creation of a positive culture and climate
- Creation of an environment that has tolerance for risk and failure
- Acknowledgement of the strengths of the staff and reliance on them to help solve problems and to lead initiatives
- Ensure that there are systems in place for ongoing and timely communication and encouragement of intentional collaboration between staff members
- Building a community in which people pull together to identify problems, seek out a diversity of opinions to create solutions, to make decisions collectively, and to share accountability , with the understanding that this is a responsibility of people at every level of the organization.

Professional Development Plan

- March & April: Introduce initiative and provide professional development to central office/district leaders
- May/June 2023: Introduce initiative and provide professional development to school leaders
- Ongoing: Review initiative in subsequent PLI and Department meetings



Incorporation of Shared Leadership



- Emphasis on collaborative leadership in Emerging Leaders and Aspiring Leaders programs
- Explore potential opportunities to incorporate characteristics in hiring process
- Consult with the Institute for Educational Leadership (IEL)/university partners on ways to further encourage collaborative leadership among school-based and district leaders



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**Thank
You!**