Mission Inception

Selecting your Pilot and Co-Pilot

| **Key Pilot and Co-Pilot Competencies** | **Key Considerations** |
| --- | --- |
| Demonstrate that they are change agents. They *embrace change* both in and out of the classroom and exercise agency, making intentional decisions about their work | Redesign is not a linear process and it requires people to think differently. This can lead to conflict as plans are developed. Conflict can be a very good thing and*the team needs to be able to address conflict positively* |
| Demonstrate a deep understanding of teaching and the learning processes and use this knowledge to advance the professional skills of colleagues by continuous learning and modeling reflective practice based on student results. The teacher leader *works collaboratively with colleagues*to ensure instructional practices are aligned to a shared vision, mission, and goals | Staff members in your building will react to redesign in different ways and will adopt the changes at different times. Knowing this, once you have selected your pilot and co-pilot, *strive to make sure the rest of the redesign team is inclusive of the many groups* you have in your building; experienced, new to the profession, innovators, influencers, etc. The more that your team accurately reflects the makeup of your staff, the more success you will see. |
| Understand the principles of adult learning and know-how to develop a collaborative culture of collective responsibility in the school. The teacher leaders use this knowledge to *promote an environment of collegiality, trust, and respect* that focuses on continuous improvement in instruction and student learning | Embrace the work. Your redesign team will spend many hours working together. At times you will laugh, struggle, be challenged, confront data, dream, and face obstacles. Embrace and celebrate all of those things and try to put a team together that will embrace that with you |
| **Potential Characteristics of Pilots and Co-Pilots** |
| ● Have the capacity to persuade others● Enjoy informal position and status● Actively engage others in discussions● Have credibility● Earn and maintain status | ● Are role models● Are technical experts● Are power people● Can be cheerleaders● Are the celebrities of the staff |