



Now We're Talking! 21 Days to High-Performance Instructional Leadership

By Justin Baeder (Solution Tree, 2018)

S.O.S. (A Summary of the Summary)

The main ideas of the book:

- ~ The instructional leadership model introduced in this book relies on *daily* classroom visits as a way to gather enough information from the front lines to make the most informed instructional and operational decisions.
- ~ The goal is *not* to supervise individual teachers into better performance. Instead, this model is about *gathering* information and sharing it with teachers through evidence-based conversations so *they* can reflect and make the best decisions about their own practice.

Why I chose this book:

As an educational leader, one of the biggest challenges we face is how to improve instruction. Justin Baeder has realized that there is only so much we can do by *telling* teachers what to do (in the form of feedback, evaluations, etc.)

In response to this, he designed the *High-Performance Instructional Leadership model*. In a subtle difference from other instructional leadership models, this model emphasizes regular professional conversations with teachers in which the leader shares evidence from classroom observations, but it is the teacher who reflects on this information to make changes in teaching practice.

Furthermore, because leaders visit three classes a day, they gain a wealth of information so they can make the most appropriate decisions about resources, scheduling, coaching, professional development, staffing, and more.

Finally, I like that this is an action-oriented book. This book grew out of Baeder's 21-Day Instructional Leadership Challenge in which over 10,000 participants (see www.instructionalleadershipchallenge.com) set daily goals to improve their instructional leadership. See the 21 action items here, and you, too, can follow along!

For the full 10-page summary subscribe to The Main Idea at: www.TheMainIdea.net

The Scoop (In this summary you will learn...)

- ✓ How the *High-Performance Instructional Leadership model* builds relationships, enhances professional development, and drastically increases the amount of knowledge leaders have to make decisions
- ✓ How to develop the habit of visiting classrooms *every day* and sustain that habit
- ✓ How to visit classes and conduct follow-up conversations in a way that works even with the most resistant teachers
- ✓ How to organize your time and your tasks so you will be freed up to prioritize instructional leadership
- ✓ How to take one action step a day, for 21 days, so you will have a robust instructional leadership model in place by the end