

3 STEPS

to Elicit Teacher Voice

LISTEN

- Get out of your office. Don't wait for teachers to come to you with ideas;
- Seek out opinions from all your staff, not just the ones who are easiest to hear;
- Take notes on what is being said. Do not rely solely on your memory. This also demonstrates to others that you are truly listening; and
- Build relationships. By putting in the time necessary to make sure everyone is heard.

LEARN

- Be prepared and willing to learn from others;
- Do not dismiss anyone's idea just because it does not align with yours;
- Gain clarity—ask questions about things you do not understand; and
- Build trust by learning your teachers' professional hopes and dreams and determining how to work together to make them a reality.

LEAD

- Provide teachers the support and time they need to be successful;
- Be present—show your support by working collaboratively with teachers;
- Spend less time directing and more time facilitating; and
- Build momentum—the pace can vary, as long as everyone is moving in a positive direction.