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As a school leader it is imperative to continuously find ways to build the leadership of your faculty and staff. A school is a more efficient facility as your staff grows professionally more responsible and is empowered through leadership roles. I have had opportunities to empower staff members in different facets of our building.

The restorative practice system integrated throughout our school created five leadership needs besides my own. Each grade level would need a coordinator, and the program as a whole was to be led by the counseling department. Our STARS counselor was the best suited for the leadership responsibility of overseeing the day to day running of our restorative team, due to her training in restorative practices and confidence in her abilities to ensure system fidelity. After discussing the responsibilities she was being tasked with as the restorative lead, we then discussed who would be best suited for each grade level, the strengths that would be needed to ensure proper implementation of the plan, and which staff members held those strengths. This individual would need to be a strong organizer, communicator, visionary, and collaborative.

Over the course of our school-wide rollout of our restorative system, we have been able to make an impact on student progress through academics, behavior, and social emotional needs. This has been accomplished due to the impact of our individuals who have taken on leadership roles within our restorative team.

The restorative initiative is just one example of an emphasis on empowering faculty and staff through leadership. This practice not only allows continuous growth of the members of your team, but also establishes trust between all members of the faculty and staff. Voice gained by leadership allows your school community to have an impact on the pursuit of instituting the vision of your school.