

**Alice Coachman Elementary School
Albany, Georgia**



TRANSCRIPT: “DISTRIBUTED LEADERSHIP”

PAT VICTOR, PRINCIPAL: We have grade level meetings every week. They have this so they are looking at it. In 4th grade we really need to work on our total failures in reading, language and math. It went from 14 in math down to 7. They cut that in half by pulling those students. Looking at who is failing and they turn in those names to me. Who are these kids? Let’s find out if they are having family problems. Let’s find out why these kids are failing. That is how we address it and this is done continuously. So at the end of the 9 weeks or at the end of the year, there should not be any surprises.

SCHOOL LEADERHIP TEAM VOICES: We have teacher collaboration when the teachers get together and discuss different things that are going on in the school. The administration/leadership is very supportive of the staff at our school.

As far as decisions being made at the school, I think that is done in a very democratic manner. We are all given a chance to have input and to explain why we think something should be done or not done. Generally if we can tell her, “Ms. Victor, we want this done” and we give her a sound reason for wanting to have it done, she will say, “that’s a great idea let’s go ahead and give that a try.”

I have an example of an issue that we presented to Ms. Victor. We have a lot of testing and sometimes it interferes with what we need to be doing at a certain point. She gives us the leeway to hold off on certain testing, like at the end of the 9 week period and we may do it at a later time. She never wants to interfere with our teaching process.

I have another example. We wanted to somehow integrate our students so that those that needed enrichment would be given an opportunity to get enrichment, not just in their grade level, but if the teachers felt they could advance to another grade level higher then we want to see that happen. Those that need remediation may be either in their own grade or even in a grade or 2 below and we felt like they could benefit from some of the skills to give them more of a foundation - to develop the skills they need to be successful in their present grade. We discussed that with Ms. Victor and Ms. Malone and she allowed us to get together as a leadership team and then the team took the ideas back to their individual grade levels and she also gave us some leeway to discuss it and figure out how we actually wanted it to happen. We came up with a plan and she and Ms. Malone looked at it and they OK’d it and we put into a fit and it was wonderful. The teachers feel very good about it. They were “iffy” about it at first but once we put it into effect we were surprised at ourselves at how good it went over.

I think that our grade level teams work very well together. We talk about different things that might be of concern for our grade level and write up those minutes. When those minutes are written up we give them to the principals and thus they can see what we discussed and what we have talked about.

PAT VICTOR, PRINCIPAL: We are not Cooper Tire (we don't make tires) or Proctor & Gamble (we don't make toilet tissue or paper): we work for student achievement and a lot of people have to be involved in that.