

Figure 1.4: Sample Application for the Position of School Guiding Coalition Member

Dear _____,

Background

The fundamental purpose of our school is to continuously increase learning for all students. To accomplish this goal, both teachers and administrators must put forth a collective effort to achieve the following.

- Guide and support the faculty and staff to embrace that all students need to learn at high levels (grade level or higher).
- Learn and then share with faculty and staff research-based best practice that aligns with continuously increasing learning for all students.
- Continuously foster a school culture in which the faculty and staff passionately strive to increase learning for all students by analyzing data.

Eligibility

Our school's guiding coalition will be composed of both administrators and teachers who intrinsically seek to work with other adults on campus so they can continuously increase learning for all students. While all teachers and administrators are welcome to apply, the guiding coalition will include representatives from all academic departments and grade levels. Please note that the principal and a representative from the teachers' association will automatically appear on our school's guiding coalition.

Characteristics

Interested applicants must possess the following characteristics.

- Optimism in our quest to increase learning for all students (In short, a "Yes, we can!" attitude is highly desired.)
- Honesty and the ability to focus in on situations we, as a faculty and staff, can control when seeking to increase learning for all students, versus those challenges (such as poverty, lack of resources at home, and lack of academic foundation for students) we cannot control
- A desire to work with and assist other adults on our campus to reach their fullest potential as professionals

Skills

Interested applicants must be willing to develop the following skills.

- The ability to positively influence other adults on campus to think differently and thus do differently
- The ability to work with others to increase the productivity (learning) of the organization (our school)
- The ability to support faculty and staff members so they embrace and commit to change in policies, practices, and procedures aimed at increasing learning for all students

Interested applicants need apply by _____. Please submit a letter of interest detailing why you seek this position and what qualifications you possess that you feel will contribute to the guiding coalition's overall purpose, as described on this form. Please also include one letter of recommendation from any individual who can attest that you have the leadership skills sought for our school's guiding coalition.

Source: Muhammad, A., & Cruz, L. F. (2019). Time for change: Four essential skills for transformational school and district leaders. Bloomington, IN: Solution Tree Press, p. 121.