Training Course on Leadership in Cultivating Teacher Leadership

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s rapidly evolving educational environment, leadership development in schools is no longer a luxury—it is a necessity. Effective school leadership does more than manage curriculum; it empowers educators at every level. Training Course on Leadership in Cultivating Teacher Leadership is designed for school leaders, instructional coaches, and aspiring administrators seeking to build sustainable systems that foster a culture of collaborative leadership, professional growth, and teacher-led innovation. The course leverages evidence-based strategies to equip participants with the tools to empower teachers as leaders who influence school improvement, instructional practices, and student achievement.

This training emphasizes transformational leadership, distributive leadership, mentorship models, and teacher-led initiatives. Participants will explore proven frameworks for recognizing and nurturing leadership potential among teachers. Through case studies, real-life simulations, and reflective practice, participants will understand how to establish a shared vision, build collective efficacy, and create conditions where teacher leadership thrives. This course is the key to building a high-performance school culture rooted in shared ownership and accountability.

Programme Curriculum

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Course Objectives

1. Understand the core principles of transformational teacher leadership.
2. Explore distributive leadership models for shared governance.
3. Analyze the role of instructional coaching in developing teacher leaders.
4. Build a school culture that promotes collaborative decision-making.
5. Leverage professional learning communities (PLCs) to enhance teacher leadership.
6. Develop strategies for mentoring and peer coaching.
7. Foster equity-driven leadership among teaching staff.
8. Align teacher leadership with school improvement plans.
9. Promote emotional intelligence and self-leadership among teachers.
10. Implement reflective practice frameworks for continuous growth.
11. Encourage teacher voice and agency in policy-making.
12. Design systems for recognition and retention of teacher leaders.
13. Apply real-world case studies to contextualize leadership growth.

Target Audiences

1. School Principals and Vice Principals
2. Instructional Coaches
3. Department Heads
4. Aspiring School Leaders
5. Teacher Trainers
6. Policy Makers in Education
7. Education Consultants
8. School Improvement Teams

Course Duration: 5 days

Course Modules

Module 1: Foundations of Teacher Leadership

- Define teacher leadership and its impact on school transformation
- Distinguish between formal and informal leadership roles
- Examine historical trends and research-based frameworks
- Explore the traits of successful teacher leaders
- Identify opportunities to elevate teacher voice
- **Case Study**: How a rural school turned around performance through teacher-led initiatives

Module 2: Leadership Models and Frameworks

- Compare distributive vs. instructional leadership
- Apply transformational leadership in classroom settings
- Explore adaptive leadership for school change
- Analyze leadership capacity across school teams
- Develop team-based leadership goals

- **Case Study**: A district’s success with distributive leadership implementation

Module 3: Building Collaborative School Culture

- Establish trust and psychological safety in teams
- Facilitate professional dialogue and shared leadership
- Create a collective vision for teaching and learning
- Align school goals with teacher strengths
- Encourage collaboration over compliance
- **Case Study**: A school’s journey to a thriving PLC-based culture

Module 4: Instructional Coaching and Mentorship

- Clarify the coach’s role in teacher leadership
- Design coaching cycles that support growth
- Use feedback for instructional improvement
- Cultivate peer-to-peer mentoring programs
- Assess the impact of mentorship on school performance
- **Case Study**: Coaching-driven academic gains in an urban middle school

Module 5: Equity and Inclusive Leadership

- Explore equity challenges in leadership opportunities
- Promote culturally responsive leadership practices
- Identify and address unconscious bias in teacher leadership selection
- Develop inclusive pathways for teacher growth
- Support leadership among marginalized educator groups
- **Case Study**: Inclusive leadership in a diverse learning community

Module 6: Empowering Teacher Agency

- Elevate teacher voice in policy and decision-making
- Establish shared governance practices
- Facilitate leadership roles in curriculum design
- Encourage teachers to lead school-wide initiatives
- Support teacher-led professional development
- **Case Study**: How teacher agency redefined curriculum planning in a charter school

Module 7: Reflective Leadership Practices

- Embed reflection into daily teaching and leadership
- Use action research to inform leadership growth
- Encourage journaling and self-assessment tools
- Promote peer observation and feedback
- Build systems for continuous improvement
- **Case Study**: A school’s transformation through reflection and action cycles

Module 8: Sustaining and Scaling Teacher Leadership

- Institutionalize teacher leadership roles
- Align leadership with district and school vision
- Evaluate and improve leadership systems regularly
- Create succession plans for sustainability
- Celebrate and reward teacher leaders
- **Case Study**: Scaling teacher leadership in a multi-campus school system

Training Methodology

- Interactive workshops with group discussions
- Case study analysis and role-play scenarios
- Leadership journaling and reflection sessions
- Coaching labs and peer observation
- Hands-on activities using leadership planning tools
- Pre- and post-training self-assessments

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com