The T3 Core Competencies

A T3 teacher leader is a master teacher who has shown evidence of dramatically increasing student achievement and shows readiness and/or skills and experience in the following competencies:

**EVIDENCE OF EFFECTIVE CLASSROOM INSTRUCTION:** Achieves a minimum of one year’s worth of growth for every child in his/her classroom. Demonstrates grade-appropriate techniques for differentiated instruction; continually checks for understanding.

**ACCOUNTABILITY:** The ability to hold self accountable for student outcome goals while also working urgently to achieve school-wide goals

**BELIEF IN STUDENTS’ LEARNING POTENTIAL:** A belief that all students (and their families), regardless of circumstances, can improve (and support) their learning

**LEADERSHIP:** The ability to mobilize a group toward collective action

**TEAMWORK:** The ability and actions needed to work with others to develop and achieve shared goals

**EMOTIONAL INTELLIGENCE:**
  a. The ability to recognize own strengths and weaknesses and their potential impact on leading a group towards effective practice; and
  b. Recognize others’ strengths and weaknesses and their potential impact; effectively manage relationships to achieve desired outcomes

**DATA-DRIVEN DECISION-MAKING:** The ability to break things down in a logical way, recognize cause and effect, and use data to drive decisions in improving student outcomes

**ORGANIZATION & PRIORITIZATION:** The ability to successfully manage multiple commitments and focus resources and strategies to maximize the impact of classroom instruction

**REFLECTIVE PRACTICE:** The ability to reflect on instructional practice in collaboration with administrators and colleagues, monitor personal and professional growth, and seek further growth in identified areas

**BELIEF IN COLLEAGUES’ LEARNING POTENTIAL:** A belief that all teachers regardless of conditions or innate ability can improve their skill and effectiveness with an understanding that teacher leaders have the agency to facilitate this growth

**FLEXIBILITY/TOLERANCE FOR AMBIGUITY:** The ability to adapt self or situation to achieve student results

**PERSISTENCE & RESILIENCE:** The ability to persevere despite adversity; remain solutions-oriented in the face of setbacks and challenges