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**Leading Across the Organization**

In addition to the [major actions](http://opportunityculture.org/instructional-leadership-and-excellence/) in [*Leading a Team*](http://opportunityculture.org/wp-content/uploads/2017/05/Leading_A_Team-Public_Impact.docx) and ensuring the steps in the [*Instructional Excellence Summary,*](http://opportunityculture.org/wp-content/uploads/2016/12/Instructional_Excellence_Summary-Public_Impact.pdf) education leaders responsible for whole schools must lead in at least two more areas: leading all teachers and staff *and* leading operations. These areas must support instructional excellence and be implemented by working with and through your leadership team.

## Leading Teachers & Staff

* Design and improve roles that let teachers learn, excel, and advance
* Recruit and select capable people
* Induct, [train](http://opportunityculture.org/training-and-development/), assess, and develop (using your leadership team wherever possible)
* Extend the reach of great teachers, for more pay
* Help MCL team lead instructional change collaboratively
* Require all staff to make planned changes; replace staff who do not change
* If your role has the power to set pay: ensure that base pay and career paths are set to recruit and keep the teachers and staff members needed for strong performance in all of your schools

## Leading Operations

Collaborate with your leadership team to support instructional excellence in your school with these areas of operations:

* Schedules
* Budgets
* Digital tools
* Facilities
* Instructional data systems
* Other operations important for supporting instructional excellence in your school(s)