



# You have Teacher-Powered questions. We have answers.

## Yeah, but...

## Let us explain...

## Here's an example...

**Who is actually in charge?**

**Honestly, it depends on the school.** Each TPS team creates the school structure right for them. It's a spectrum—looks different in every school.

**In schools with admin,** that person is in charge of urgent decisions and some areas which the team agrees on. Committees vary in size & are in charge of their purview (operations, instruction, hiring, etc).

**TPS teams use distributed leadership,** meaning different people are in charge of different areas of the school.

There are procedures for what types of decisions are made by whom. Most have designated admin, but their roles shift. Some teams make most decisions by consensus, others vote.

**Don't teachers already have too much to do?**

**A Teacher-Powered model isn't more work,** it is *different, more purposeful work.*

The purpose of TPS is to make school more student-centered and make the educator profession more sustainable and satisfying.

**When teachers make decisions impacting student success** they focus on the issues important to student learning instead of spending time on things that aren't important for their students.

**What about teachers who don't want to participate?**

**TPS isn't for everyone.** Often there isn't yet a common understanding of what it means to be a TPS team, or perhaps the school isn't a good fit for them.

**Most schools that decide to become teacher-powered** vote to do so and allow teachers who don't want to use the model to transfer to another school in the district, retaining their tenure.



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**Isn't collaboration time consuming?**

**TPS adds structure to collaboration,** therefore making it less time consuming.

Collaboration practices leads to more effective use of time. Scheduling flexibilities can allow for collaboration time during the day.

**Teams build on each other's strengths.**

They may also co-teach, co-lead projects, or partner with colleagues when leading student activities. Prep time with colleagues is used to plan together.

**How can I start if it is just me?**

**Start with the students.** How can you share power with them? Or, begin with one colleague who will be an ally, a collaborator.

Build a culture of collaboration from within. Change can be slow, & it can start with just one person who can lead the way forward.

**Many people interested in TPS** start a book club at their school to read, discuss, and analyze if teacher-powered would be a good fit for their team.

And you can also always check our job board at [teacherpowered.org](http://teacherpowered.org)!

**Aren't all schools teacher-powered?**

**Nope, not what we mean.**

All schools have teachers, but most schools are run by principals and district administrators, not classroom teachers

**In teacher-powered schools, teachers call the shots** in some or all areas of school governance.

This looks like teachers creating schedules, budget priorities, and learning programs.