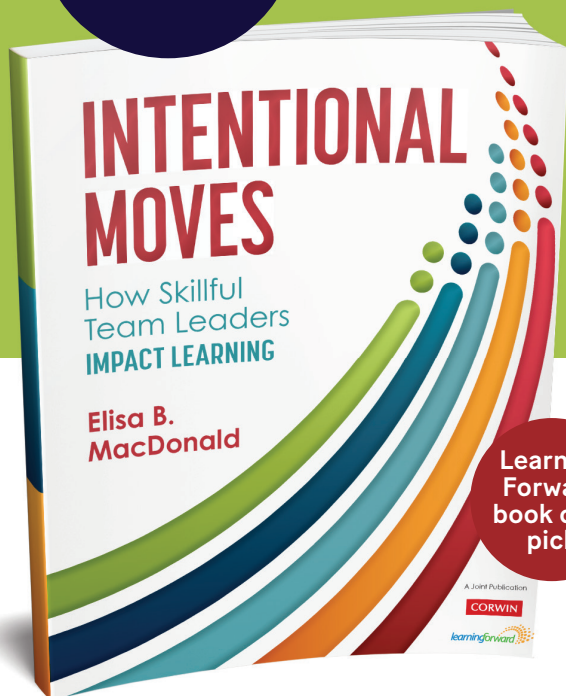


Bestseller



The go-to book for every district, school, and teacher team leader

Intentional Moves

How Skillful Team Leaders Impact Learning

By Elisa B. MacDonald

Learning Forward book club pick

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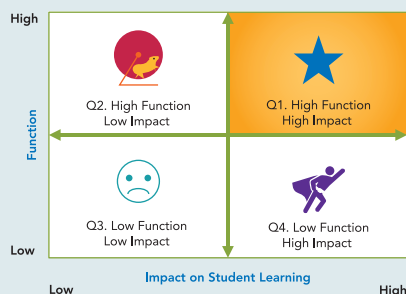
From the beginning, this book felt authentic to me—like MacDonald was personally coaching me to become an effective team leader.

—Katie Durkin, Coach

The Framework

Improving teacher practice and student learning is the outcome; teaming is the vehicle.

MacDonald's bestselling book is packed with 150 research-based and field-tested leadership moves to make your teams high-functioning, high-impact.



MacDonald's original Team Function, Impact Matrix (2013) represents four types of teams. **The goal is for every team in your district to reach Quadrant One where they get along (high-function) and achieve powerful learning outcomes for all students (highimpact).**

The Foundation

An intentional leadership approach gets teams to Quadrant One. It begins with:

- Core values
- Mindset & efficacy
- Emotional intelligence
- Responsiveness
- Collaborative Inquiry
- Essential understandings about group dynamics, adult learning & peer leadership.

WHAT SKILLFUL TEAM LEADERS UNDERSTAND ABOUT GROUPS

1. All people are subject to social influence.
2. Personalities and work preferences influence how a group works together.
3. Group diversity improves outcomes if you can get past the function troubles.
4. Groups are dynamic, not static.

WHAT SKILLFUL TEAM LEADERS UNDERSTAND ABOUT ADULT LEARNERS

1. Adults are natural problem solvers and self-directed learners.
2. Adults need to know why they are learning something new, how it is relevant to them, and what practical application it has.
3. Adults are motivated by learning that improves either who they are or what they do.
4. Adults know the best ways in which they learn.
5. Adults want to be treated as professionals with their experience and expertise acknowledged.

WHAT SKILLFUL TEAM LEADERS UNDERSTAND ABOUT PEER LEADERSHIP

1. Peer leaders have a change agent edge over those with authority.
2. Peer leaders have a teacher advantage.
3. Peer leaders face a unique set of hurdles because of their dual role.
4. Peer leaders often start with misconceptions of what it means to lead.
5. Peer leaders possess five key attributes.

The Moves

Like a skillful, intentional teacher in the classroom, team leaders set intentions with (adult) learners and then try small moves to accomplish what they set out to achieve.

This book is organized into 10 Primary Intentions, each with practical leadership moves and examples, tips and templates to get your team to Quadrant One.

- Optimize learning conditions
- Establish expectations and responsibilities
- Nurture community and trust
- Design and plan purposeful learning
- Engage and interact (Manage conflict)
- Lead with purpose and direction
- Promote intentional data use
- Cultivate diverse perspectives in problem solving
- Implement change (Navigate resistance)
- Assess collaboration and growth



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