

Dear Teachers,

Last school year, the Office for Catholic Schools launched the GRACE (Guiding Regionally, Advancing Catholic Education) Teacher Leadership Program in partnership with the Fulcrum Foundation and Archdiocesan elementary schools. We hope that the questions and answers below provide you with a detailed understanding of this program and how we believe it will shape leadership, collaboration, teaching, and learning across the Archdiocese. We invite you to also review this [infographic](#), which tells the story of GRACE in images.

What is the Archdiocesan vision for the GRACE Program?

The vision of GRACE is three-fold:

1. **Academic Excellence:** GRACE teacher leaders promote academic excellence across the Archdiocese by facilitating high quality PLCs with the purpose of helping their schools achieve academic goals outlined through the WCEA accreditation process.
2. **Collaboration:** GRACE provides the support and structure for the sharing of best practices across the Archdiocese, allowing innovation to spread.
3. **Building Leadership Capacity:** GRACE develops leaders at all levels in a school building. This provides a career pathway for teachers who want to lead while remaining in the classroom. It also helps build a pipeline of qualified leadership candidates who might become school administrators.

What have we accomplished so far?

In 2017- 2018, 114 teacher leaders across 59 schools led over 500 PLC staff meetings. Teacher leaders received a total of 45 hours of in-person training and collaboration in the following areas: working with adult learners, leading MAP assessment data analysis, and facilitating PLC meetings. Additionally, teacher leaders collaborated online on a bimonthly basis, totaling 55 online meetings across the Archdiocese.

What is the vision for the program moving forward?

The Fulcrum Foundation has formally committed to supporting the growth and expansion of this program for the next 7 years. Fulcrum's partnership and investment in this program will be critical to its success, and we are so grateful. Our goal is to develop and train 350 teacher leaders across the Archdiocese by 2021! Over time, we will induct new cohorts of teacher leaders. As new cohorts are introduced, they will receive the foundational training that the current cohort is receiving. The current cohort will continue their participation in the program by focusing on additional leadership roles and competencies, including instructional coaching, technology coaching, and teacher mentoring and induction. Our aspirations for this program are high, and we are only just beginning!

How does the GRACE program impact me as a teacher?

As a teacher in a GRACE school, you have been, and will continue to be, called to collaborate with your colleagues in a professional learning community facilitated by the teacher leader(s) at your school. Our hope is that you actively contribute to PLCs, implement new learnings that arise, and reflect on the impact that PLC work has on your teaching practice. Additionally, we hope that you will consider participating in a future cohort of the program. As more teachers answer the call to lead, the depth of leadership in each school will grow, and we will continually enhance academic excellence across the Archdiocese.

How can I find out more information about the GRACE Teacher Leadership Program?

The new OCS website (mycatholicschool.org) is currently in development. In the coming months, we will have a host of resources, including an informational video, available for your review on the website. Additionally, you are always welcome to contact Kaitlyn O'Leary at the Office for Catholic Schools at Kaitlyn.oleary@seattlearch.org if you would like more information.

In partnership and service of excellent Catholic schools,

Kaitlyn O'Leary

Kaitlyn O'Leary
Assistant Superintendent, Office for Catholic Schools

