

INTENTIONALITY OF LEADERSHIP

Intentionally Uninviting Leaders	Intentionally Inviting Leaders
<ul style="list-style-type: none"> • Are judgmental and belittling • Display little care or regard • Are uninterested in the lives or feelings of teachers • Isolate themselves from school life • Seek power over teachers 	<ul style="list-style-type: none"> • Are consistent and steady with teachers • Notice learning and struggle • Respond regularly with feedback • Seek to build, maintain, and repair relationships
Unintentionally Uninviting Leaders	Unintentionally Inviting Leaders
<ul style="list-style-type: none"> • Distance themselves from teachers • Have low expectations for teachers • Don't feel effective and blame teachers for shortcomings • Fail to notice teachers learn or struggle • Offer little feedback to teachers 	<ul style="list-style-type: none"> • Are eager but unreflective • Are energetic but rigid when facing problems • Are unaware of what works in their practice and why • Have fewer means for responding when teacher learning is resistant to their usual methods

Source: Adapted from Purkey & Novak (1996).

Review the chart on intentional leadership. Where do you reside most often? What do you seek to strengthen?
