

**Table P1.2: Connections Between the Leadership Practices and Leadership Strategies**

<p>Five Leadership Practices</p> <p>Disciplines you develop and practice to support effective collaboration</p>	<p>Five Leadership Strategies</p> <p>Strategies you use to build specific leadership disciplines</p>
<p>1. <b>Trusting environment:</b> Your teams are willing to take risks and fully engage in the collaborative team process through a culture that honors trust.</p>	<p>1. <b>Common purpose:</b> You develop and articulate a shared mission and vision.</p>
<p>2. <b>Relational intelligence:</b> You lead and inspire by paying attention to the human aspect of your professional work.</p> <p>You use your emotional and relational intelligence to understand, learn from, and comprehend the interpersonal dynamics of your collaborative teams.</p>	<p>2. <b>Collective commitments:</b> You develop and articulate shared norms and values for how teacher team members will interact.</p>
<p>3. <b>Effective communication:</b> You use positive communication skills to empower the team and to build trust within the collaborative process.</p> <p>You listen without judgment to each and every team member. You value the person, even if you must help him or her change behaviors.</p>	<p>3. <b>Common goals:</b> You develop and articulate shared SMART (strategic and specific, measurable, attainable, results oriented, and time bound [Conzemius &amp; O’Neill, 2014]) goals and action steps to drive the measurable action and work of the team.</p>
<p>4. <b>Passion and persistence:</b> You persevere through challenges by using your strong passion for mathematics leadership work.</p>	<p>4. <b>Protocols for continual reflection:</b> You use strategies that engage all team members in a reflect, refine, and act cycle of continuous improvement.</p>
<p>5. <b>Commitment to the PLC process:</b> The core values of the four critical questions of a PLC drive the work of your collaborative teams’ commitments and beliefs.</p>	<p>5. <b>Mutual accountability:</b> You can collectively share the responsibilities of and accountability for improving the mathematics teaching and learning in your school or district.</p>