

Lead Teacher – A Career Position for Swedish Teachers



Today's session:

- The past
- The present
- The future

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The Lead Teacher Reform in Sweden

- Started in 2013 (by the Government)
- The Purpose:
 1. Improve the quality of Swedish education
 2. Career possibility for “professionally skilled teachers”



Who Can Become Lead Teacher?

The Swedish National Agency for Education has set up a number of requirements:

The Lead Teacher:

1. Is a certified/registred teacher
2. Has worked as a teacher for at least four years
3. Has shown skills in improving the students' results
4. Is interested in developing the classroom teaching
5. Is considered "particularly qualified" for teaching



The Premises

- Salary increase (500 Euro/month)
- Continue teaching at least 50 %
- The employer decides on the specific tasks, for example:
 - Coach colleagues
 - Support new teachers
 - Be in charge of the school based teacher education at school
 - Initiate and lead projects in order to improve the teaching
 - Lead Teacher Learning Communities
 - Be in charge of a subject



The Lead Teachers at Nobelgymnasiet



- Six teachers this year
- Different specifications:
 - ✓ Didactics in general (Ingegerd & I)
 - ✓ Maths
 - ✓ Vocational education



What Do I Do at my school?

- Teach 100 % (as before)
- Study current research about teaching and education
- Suggest areas for teacher professional development
- Organize teacher training days
 - ✓ Reading strategies
 - ✓ Formative assessment
 - ✓ Timperley's "Teacher Professional Learning"
- Instruct teacher students at my school
- Blog about my projects and experiences



My Personal Experience



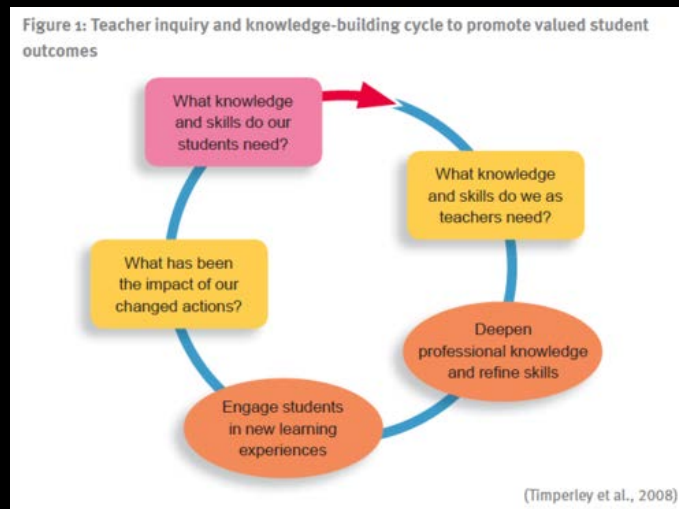
Criticism

- **Vague requirements** — *What is a "particularly qualified teacher"?
What makes him/her more qualified than anyone else?*
- **The title: "First teacher"** — *Are the others "second teachers"?*
- **Different terms of employment**
 - *1 year, 3 years, permanent employment?*



How do I see myself in the future?

- Change must come from within!
- Professional Learning Communities



- "Lead teachers" as guides in the process



Discussion

- ✓ Do you have a similar system in your country? How does it work? What do you call your "lead teachers"?
- ✓ We would like to exchange ideas and experiences between countries (professional learning networks)!
- ✓ Questions?



Finally...

Read about my work on my blog:

<http://www.pedagogvarmland.se/blogg/180>

And don't hesitate to contact me for further information and discussion:

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*Don't ask if you are leading. You are.
Don't ask if you will make a difference. You will.*

*The question is: "What kind of leader will you be and
what kind of difference will you make?"*

(Dufour & Marzano, 2011)

Thanks!

