

Teach For All

A Global Network



Growing Collective Leadership for System Change

28 September 2023

Where are we?

Framework

Teach For All's Community Impact Lab drives learning about transforming education within and beyond the Teach For All network through three major inquiry questions



What are characteristics of the **collective leadership** that shifts systems?

How do we best **develop collective leadership** to shift systems?

How does collective leadership contribute to **system change** or community progress?

Activities

Over 2023, the Community Impact Lab has worked in partnership with teams across Teach For All to advance our shared learning around these questions

Synthesis

WHAT LEADS TO COMMUNITY IMPACT?

Purpose
What is the purpose we are working toward?

Across the Teach For All network we work toward a shared purpose. But how do people describe the purpose they are working toward in communities across the world? Come join in a conversation with CEOs, Students, and community members from across the network to explore central themes in community impact.

15 June 2022 | 13:00 UTC
Sign up below!

Teach For All
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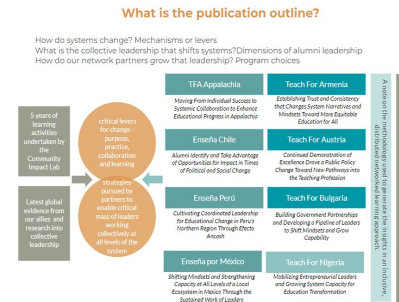
We've reviewed and synthesized learning involving 500+ network leaders, 50+ case studies and 30+ learning experiences from the past 5 years, and created a [short paper on scale](#)

Fellowship



We piloted a Collective Leadership Fellowship for senior teams of staff and alumni from 20 network partners to consider how to grow their system impact

Research



We're drafting a publication to formally share network learning about the collective leadership that contributes to systemic change, with 8 new case studies

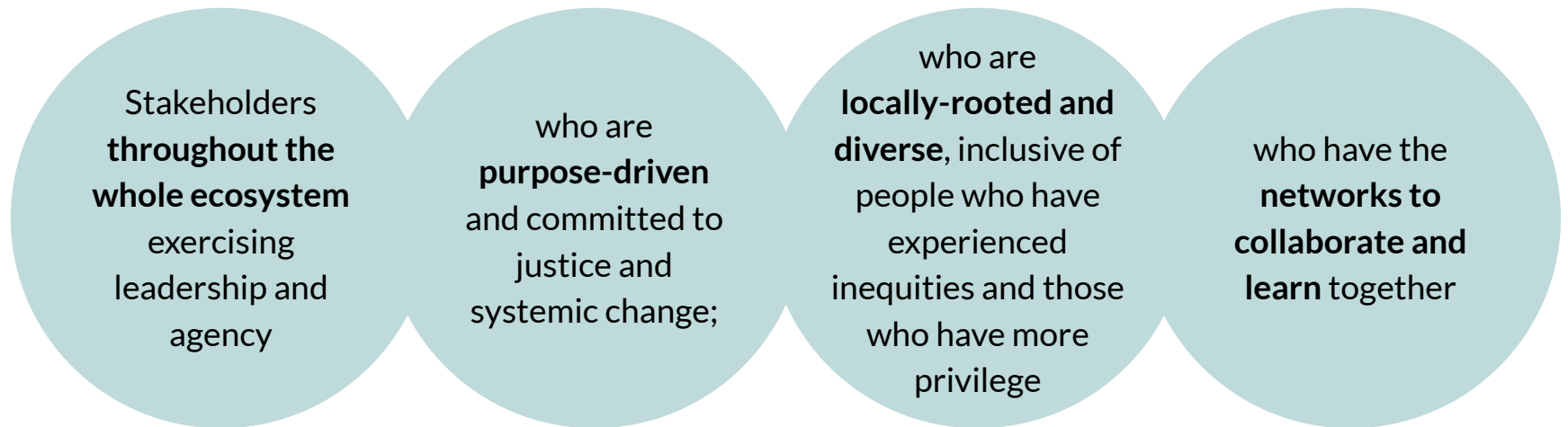
Partnership



Around the global Transforming Education agenda, we've engaged in shared learning and exchange with Brookings CUE, UN Women, HundrEd on theories of scale

Collective Leadership

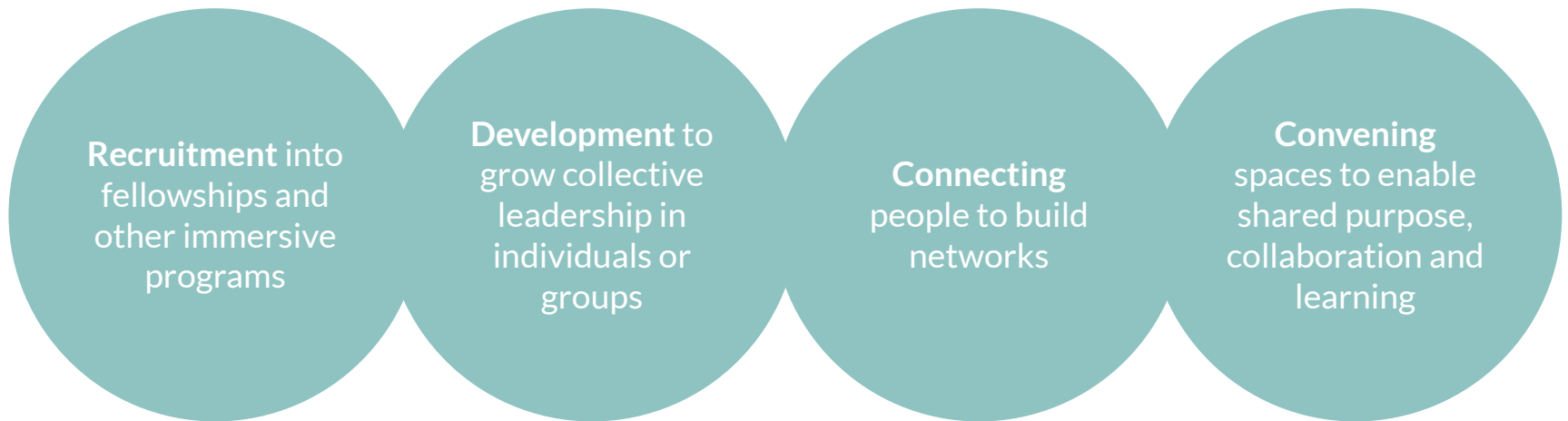
Through these efforts and others, we have identified four key dimensions of the collective leadership that contributes to systemic change



A **critical mass** of collective leadership to achieve a **tipping point** depends on the **roles** or reach of alumni, the **strength** of their leadership, their **orientation** to shared purpose, the extent to which they **represent** communities being served, and the strength of the **network** between them and others. And it depends **scale** - the number of those leaders in a given system.

Collective Leadership Development

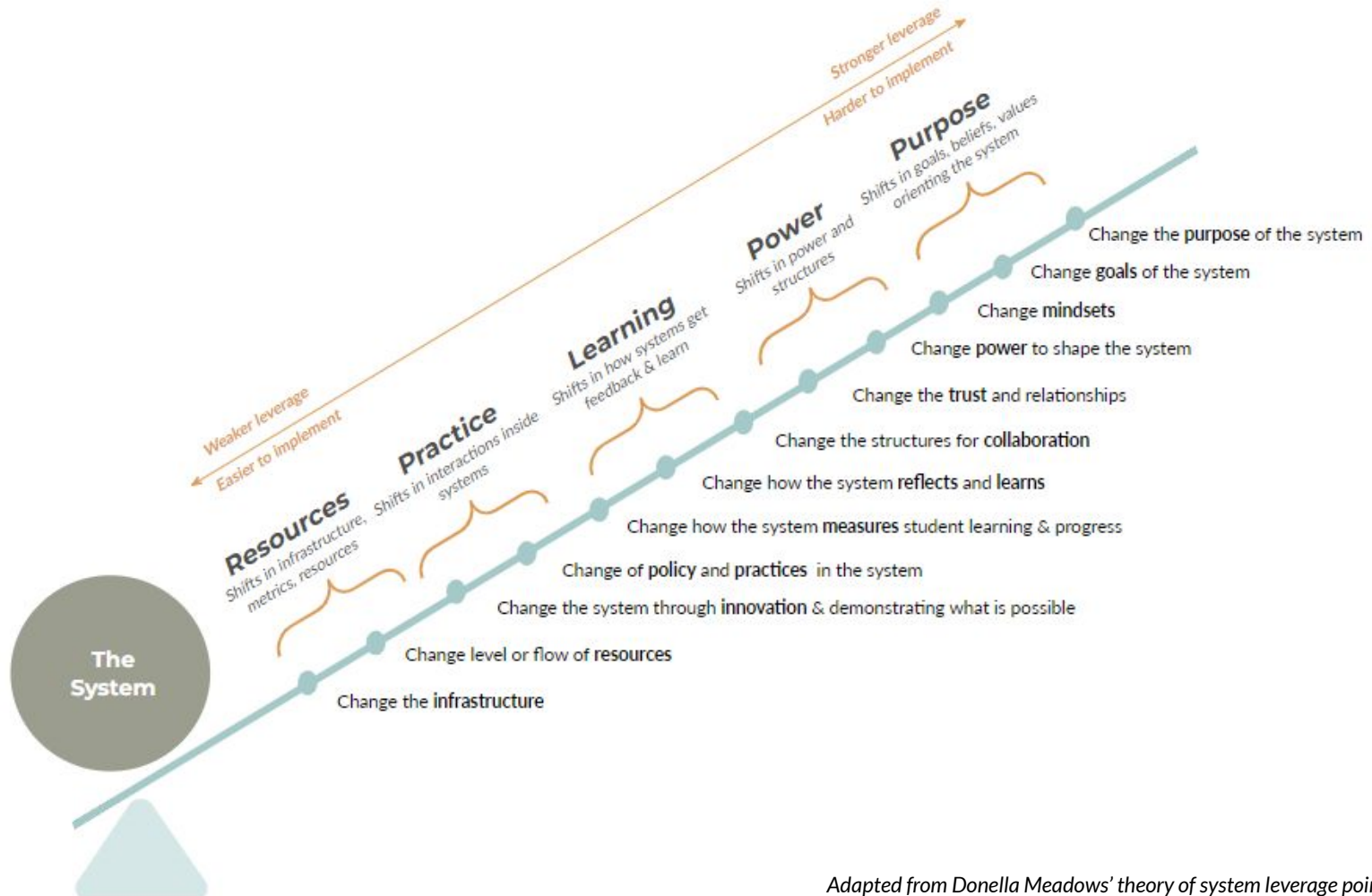
In order to grow this collective leadership, organizations employ different strategies that can be organized into a set of common approaches



Each of these strategies for collective leadership development contributes to growing the **critical mass** of collective leadership in a given system to achieve a **tipping point**.

Collective Leadership for Systemic Change

This critical mass of collective leadership catalyzes systemic change by driving progress simultaneously and holistically across multiple system leverage points



Adapted from Donella Meadows' theory of system leverage points

Network Examples

Across the network, we're beginning to see examples of systems where the growth of collective leadership is contributing to improvements in student learning at scale

Ancash



Improved outcomes over 7 years for the 6,800 students of Huari, a small town in the Peruvian Andes, through the clustering of 70 fellows

London



A 20-year turnaround of London schools has been in part driven by 6,500 Teach First Ambassador teachers and school leaders in the system

Delhi



500 Teach For India alumni occupy positions of influence throughout the Delhi ecosystem, which is in the process of improving learning at scale

Where next?

Looking Ahead

Over the course of the next year, we're planning a set of activities to deepen our strengthen network learning around scaling for system impact



Global Institute

- **Academy** - Collective Leadership Fellowship 2.0
- **Research** - Deep-dive into 'convening', Leadership effects research, system strategy mapping
- **Resources** - Building out our insights hub, bringing learning to external audiences



Learning and Consulting

- **Thematic circles** - Scaling for system impact, collective leadership development
- **Knowledge development** - Insights in scaling for system impact, virtual series on scaling strategies
- **Partner support** - 1:1 consulting with partners seeking to scale system impact

End