| **Knowledge** | Knows the characteristics of effective teaching and learning  
| | Know the special needs of adult learners  
| | Knows the purpose of TILT and their role in the professional learning design  
| **Attitude** | Confident but humble  
| | Values the work of the learners  
| | Comfortable with healthy productive discussion  
| | Open to constructive feedback  
| | Being sensitive to the learners’ entry points and path to implementation  
| **Skills** | Create an environment for collegiality (physical/facilitation)  
| | Ability to discern and shape discussions, comments... (find the value inside the complaint)  
| | Foster collegial inquiry  
| | Deep listening skills  
| | Uses questions to add value to conversations, elevate learning conversations  
| | Ability to use technology as a tool  
| **Aspiration** | Aspire to increase everyone’s effectiveness through professional learning – so that ALL students in our district have effective teachers and equitable learning opportunities  
| | To help the district move forward  
| | Desire to be seen as a leader of peers/credible among peers  
| | Contribute to the greater good  
| **Behaviors** | Consistently seeking resources for their own professional growth  
| | Engage in ongoing reflection on their knowledge and skills as a teacher leader  

NGLN Team – Christian County Public Schools – May 2017