



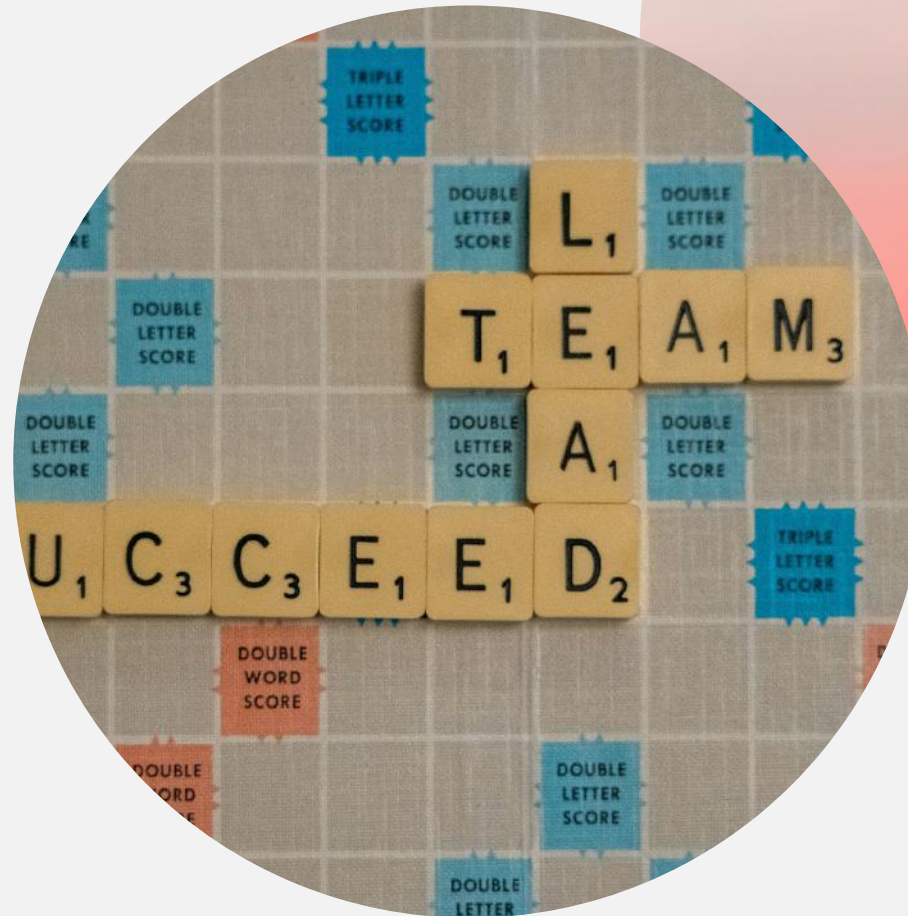
How middle leaders
can lead teams to
higher impact



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**How middle
leaders lift
teams to higher
impact?**

**Are you ready to
move from busy
to effective?**



THE PROBLEM

- Hard work does not always equal impact.
- Meetings fill calendars without outcomes.
- Initiatives pile up and distract focus.
- Data sits unused or underused.
- Feedback is irregular and low leverage.
- People feel tired and uncertain.



The agitation

- When direction is unclear, students miss gains.
- Teachers lose energy and trust slips.
- Priorities blur and momentum fades.
- Activity outpaces improvement in classrooms.
- This feels common, but it is not inevitable.



The core idea

Lead for clarity, cadence, and coaching.
You set conditions. Your team drives improvement.



Breakdown 1: Lead with clarity

- ✦ Set a 90-day aim aligned to the SIP.
- ✦ Define two or three success criteria, observable in work.
- ✦ Track a few metrics on one page.
- ✦ Agree roles, norms, and decision rules.
- ✦ Create a stop list to reduce competing work.



Breakdown 2: Build a steady cadence

- ✦ Hold a weekly 30-minute huddle on learning and impact.
- ✦ Run a fortnightly deep dive for planning and assessment.
- ✦ Use a simple agenda: wins, evidence, decisions, actions.
- ✦ Capture actions on a visible board with owners.
- ✦ Close every meeting by confirming next steps and dates.



Breakdown 3: Coach for better practice

- ✦ Make short, frequent observations tied to the team goal.
- ✦ Give bite-size feedback within forty-eight hours.
- ✦ Model, rehearse, and plan the next lesson move.
- ✦ Pair teachers for structured peer practice. Protect rehearsal time during team meetings.



The 'aha!' moment

Fewer priorities, well supported, beat many that are poorly executed.
Stopping low-value tasks frees time to improve core teaching and learning.



Call to action



Which shift would raise impact in your team this term?



Share your focus in the comments and tag a colleague.



Follow for future resources on leadership and learning.



Save this to discuss with your team this week.





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He specialises in instructional leadership, teacher development, and system-wide improvement.



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