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Congratulations! You're on your way towards improving STEM education with the Carnegie STEM Excellence Pathway. Choosing the ideal leadership team is critical for the successful implementation of your Action Plan.

### *Champion*

Let's start with the champion. Each Pathway Partner needs a "champion" - a person ultimately responsible for and invested in the Carnegie STEM Excellence Pathway. The ideal champion is:

- A leader of the school that is facilitating the activities in the Action Plan;
- Able to organize and coordinate meetings and activities as part of the Pathway;
- Able to work collaboratively with teachers, principal, and parents;
- Experienced in multiple school settings and can bring new programs and equipment to the schools;
- Professionally committed and has a personal passion for a futuristic style of thinking;
- A driving force to change the way education experiences are provided in the classroom.

### *Team*

Next, choose your STEM Leadership Team. We recommend a STEM Leadership Team of K-12 staff and administrators (preferably 5-10 members) for each Pathway Partner, along with a "champion" that will lead the partnership.

- For the team members, consider: senior administrators (such as Superintendent, Assistant Superintendent, curriculum directors, building principals), coaches, K-12 teachers (not just STEM subjects), and progressive innovative thinkers that will make for a successful implementation.
- Consider team members that will directly affect your Action Plan goals. Are members of your team personally responsible for working towards the goals in your Action Plan?
- Consider the schedule of potential team members. It is important that the team attend Professional Development opportunities together and attend team meetings at their school/district to work towards Action Plan goals.
- Successful teams have divided their team members into sub-committees. Each team will create 2-3 S.M.A.R.T. goals for their Action Plan based on the Self-Evaluation. Consider dividing your team into 2-3 subcommittees to address each S.M.A.R.T. goal. Then, consider the strengths of each team member and assign them to a sub-committee/S.M.A.R.T. goal where they can make the greatest impact.

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