

# Building Leadership Team: Considerations for Establishing or Refining

The Building Leadership Team (BLT) is the driving force behind school improvement efforts because it has the most direct contact with educators using effective innovations. The BLT takes the reins of school improvement because they, more than anyone more distant from their setting, want their students to succeed. The purpose of the leadership team is to share the collaborative responsibility of guiding implementation of district and building action plans. This team will ensure the change process yields building wide improvement and sustainability of the system.

## A Building Leadership Team...

- Centers decisions around creating an equitable system
- Works to understand viewpoints of historically marginalized populations
- Advocates for the needs of historically marginalized populations
- Builds meaningful stakeholder partnerships and communication
- Speaks to the district vision of learning and success
- Leads/facilitates building needs assessment
- Creates and prioritizes building goals based on data and aligned to district goals
- Creates and implements evidence-based actions aligned to building goals
- Responsible for ensuring adequate implementation supports for evidence-based actions
- Regularly analyze schoolwide academic and behavior data; as well as implementation data
- Uses data to determine building level professional learning needs
- Communicates successes and barriers with District Leadership Team and additional relevant stakeholders

A building leadership team can be configured in a variety of ways. Each team should be tailored to the unique structure and needs of the school. An effective building leadership team will be well-rounded with a variety of viewpoints and strengths. It is composed of employees of the building who represent stakeholders. The principal will always be part of the team. A team commonly includes one teacher from each grade level (or from each grade band), teacher(s) representing specials/electives, and teacher(s) advocating for students who receive services for Special Education and English Learners. Additionally, some classified employees may be permanent members of the BLT, and some may be invited as experts when needed. Many buildings currently have a leadership team in place. There is no need to create a new or separate team for accreditation (KESA) or work with the Kansas Learning Network.



## An effective team member...



holds a belief that student learning is a collective responsibility



holds a belief that growth takes a systems approach



believes in the implementation of a Multi-Tier System of Supports/Interventions



has a growth mindset and enters conversations with a spirit of inquiry



is able to provide honest and professional feedback



is able to positively promote ideas



is able to think flexibly and from various perspectives