

BUILDING LEADERSHIP TEAMS RESOURCE SHEET

Definition:

The National Institute for Urban School Improvement (NIUSI, 2005) describes the school leadership team as “a school-based group of individuals who work to provide strong organizational process for school renewal and improvements” (p. 2). It is important that everyone in the school understands what the leadership team is doing. Leadership teams might consider using an Appreciative Inquiry (AI) (Cooperrider, Whitney, & Stavros, 2005) process to identify areas of focus and as a way to engage all stakeholders in the change process.

Purpose:

- Provides leadership for setting school targets and accomplishments and presents evidence to central administration of the plan for school improvement each year. Organizes workgroups that will accomplish tasks related to school improvement.
- Ensures that the building engages in a variety of evaluation tasks—those that help determine the goals, those that help to inform progress and change, and those that benchmark success (i.e., student achievement, school climate, etc.).
- Based on data, determines the areas of need and provides leadership for professional development.

Example Configurations:

<u>Elementary Example</u>	<u>Secondary Example</u>
• School Leader/Principal	• School Leader/Principal
• PK and Primary Grade Representation	• Department Staff Representation (Core and Noncore)
• Intermediate Grade Level Representation	• Student Support Staff (Intervention, Sped, Counselor, Etc.)
• Noncore Teacher Representation	
• Student Support Staff (Intervention, Sped, Counselor, Etc.)	

Questions for Consideration:

- Do you have a building leadership team already established? What are the functions of the team and the team members’ roles and responsibilities?
- Do you have collaborative teams established across grade levels or content areas? Are all staff members on at least one of these teams? What are the functions of the team and what are the team members’ roles and responsibilities?
- If established, are both or either of these teams monitored to ensure they are running efficiently and effectively?

References

Cooperrider, D., Whitney, D., & Stavros, J. (2005). *Appreciative inquiry handbook*. San Francisco, CA: Berrett-Koehler.

National Institute for Urban School Improvement. (2005). *The building leadership team*. Retrieved from http://www.niusileadscape.org/docs/FINAL_PRODUCTS/LearningCarousel/building_leadership_team.pdf.



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