**Building Leadership Team for Behavior Practice Profile**

Implementation with fidelity requires clearly described implementation criteria.  The Practice Profile framework has been developed by the National Implementation Research Network (NIRN) as a way of outlining implementation criteria using a rubric structure with clearly defined practice-level characteristics (NIRN, 2011). According to NIRN, the Practice Profile emerged from the conceptualization of the change process outline in the work of Hall and Hord’s (2006) Innovation Configuration Mapping (NIRN, 2011). The Practice Profile is anchored by the essential functions. Moving from left to right are the essential functions of the practice, implementation performance levels, and lastly, evidence which provides data or documentation for determining implementation levels.

***How to Use the Practice Profile***

The essential functions align with the teaching/learning objectives for each professional learning module. For each teaching/learning objective are levels of implementation. For some essential functions, proficient and exemplary implementation criteria are the same and in others, criteria differ. Close to proficient levels of implementation suggest the skill or practice is emerging and coaching is recommended for moving toward more proficient implementation. When implementation is reported at the unacceptable variation level, follow-up professional development in addition to coaching is recommended. The professional development provider should walk through the practice profile with the educator-learners. It is an important tool for self-monitoring their own implementation because it serves as a reminder as to the implementation criteria and is also aligned with the fidelity checklists.

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| **Building Leadership Team for Behavior Practice Profile** | | | | | |
| **Essential Function** | | **Exemplary Implementation** | **Proficient** | **Close to Proficient**  *(Skill is emerging, but not yet to proficiency.* ***BLT*** *Coaching is recommended.)* | **Far from Proficient**  *(Follow-up* ***BLT*** *professional development and coaching are critical.)* |
| 1 | A building leadership team has been established that is representative of the school and meets on a monthly basis. | Exemplary = an average of 11-12 total points  *The building leadership team has been established with individuals who represent each of the following categories as appropriate:*   * Administrator * Teacher Representatives (each grade, team, department) * Special Educator * Counselor * Paraprofessional * Student * Family Representative   *The building leadership team has established procedures to gather input from stakeholder groups including:*   * Certified staff * Non-certified staff * Students * Families * Community members   *The building leadership team has established meeting dates, times and locations for the entire school year, and publicly posted and/or communicated the schedule to all stakeholders.* | Proficient = an average of 9-10 total points | Close to Proficient = an average of 7-8 total points | Far From Proficient = an average of 6 or fewer total points |
| 2 | The building leadership team has established efficient and effective meeting structures that include working agreements, meeting agenda and notes format, and decision making procedures. | Exemplary = an average of 11-12 total points  *The building leadership team has established and implemented efficient and effective meeting structures including:*   * Working agreements that are:   + collaboratively developed.   + posted and included on the team agenda.   + consistently referenced during meetings. * Meeting agendas that include:   + outcomes for discussion.   + a time allotment for each outcome.   + the person responsible for reporting or leading. * Clearly communicated and utilized decision-making procedures including:   + common understanding of decision-making authority in use for outcome under discussion.   + variety of decision-making approaches including consensus, majority rule, participative or representative and unilateral. | Proficient = an average of 9-10 total points | Close to Proficient = an average of 7-8 total points | Far From Proficient = an average of 6 or fewer total points |
| 1 | The building leadership team has assigned team member roles and a system for collaborative learning. | Exemplary = an average of 7-8 total points  *The building leadership team has assigned the following roles to team members:*   * *Chairperson* * *Secretary* * *Database Manager* * *Communication Coordinator* * *Time Keeper* * *Cheerleader* * *Historian / Archivist*   *The building leadership team has established systems for team member rotation for sustainability.* | Proficient = an average of 6 total points | Close to Proficient = an average of 5 total points | Far From Proficient = an average of 4 or fewer total points |