

Building Leadership Team

New Article

A Building Leadership Team (BLT) is a school-based group of individuals who work to provide strong organizational process for school renewal and improvement. BLTs orchestrate the work of school professionals, administrators, families, and students through the school improvement process. This process includes the examination of current, successful practices and also those areas that are of concern to the school community.

Each building shall have a Building Leadership Team (BLT) responsible for leading the school improvement process, including:

- Establishing, implementing and monitoring the School Improvement Plan
- Utilizing social emotional and academic data to drive school improvement efforts
- Utilizing parent, staff and student survey data to drive climate and culture efforts
- Developing, implementing and monitoring the Professional Development Plan
- Establishing and utilizing a process to ensure communication between BLT members, Professional Learning Communities (PLCs), **the Building Site Council** and the staff as a whole.
- Build consensus for the school's mission and collective responsibility
- Regularly looks at school performance data and aggregated classroom observation data and uses that data to make decisions about school improvement and professional development needs. **What does this mean?**
- Develop and regularly monitor the school improvement plan (20 Day Plan)
- Ensure communication amongst the different groups / teams within the school and across the district
- Ensures that the master schedule provides sufficient time for team collaboration, core instruction, supplemental interventions, and intensive interventions
- Ensure that sufficient effective resources are available to provide Tier 2 and Tier 3 interventions for students in need of supplemental and intensive support

Each BLT shall utilize a consensus decision-making process and establish operational guidelines that address:

- Meeting norms, including frequency and location of meetings for the BLT
- Agenda development
- Selection of BLT chairperson(s)
- Taking, maintenance and distribution of minutes
- Communication of BLT activities to staff
- Length of membership

The BLT membership shall include grade levels (**or grade bands, depending on the size of the school**), teams, departments, specials, electives, SPED, administration and education support professionals as determined by the building staff. **The BLT membership shall be 50% elected and 50% appointed by the principal** its representative(s) on an annual basis.

At least one administrative member and one teacher member of each BLT shall participate in an annual training conducted jointly by the District and Association. The attendees of this training will be expected to inform other BLT members of relevant knowledge gained from this training.

During the 2019-2020 school year, data will be collected to determine an appropriate stipend for BLT members.