School Leadership Team

“A team is a group organized to work together to accomplish a set of objectives that cannot be achieved effectively by individuals.”

School Leadership Teams:
1. Meet on a regular basis through the school year (twice a month).
2. Members represent a group and facilitate communication - from the representative group to the School Leadership Team and from the SLT out to the group you represent.
3. Are committed to supporting the academic focus of the school
4. Act together for the common good of the students and school.

Responsibilities of the School Leadership Team:
1. Facilitates the development of the School Improvement Plan
2. Monitors, assesses and amends the School Improvement Plan
3. Advances policies and procedures that enhance student achievement and school effectiveness
4. Facilitates two-way communication
5. Builds the capacity of the school to address parent and staff concerns
6. Builds the capacity of the school to improve in the following areas:
   - High Academic Achievement
   - Effective Educators
   - Safe and Orderly Schools
   - Strong Parents and Community Connections

Guidelines for effective team membership:
1. Contribute ideas and solutions
2. Recognize and respect differences in others
3. Value the ideas and contributions of others
4. Listen and share information
5. Ask questions and get clarification
6. Participate fully and keep your commitments
7. Be flexible and respect the partnership created by a team -- strive for the "win-win"
8. Have fun and care about the team and the outcomes.

Characteristics of a high-performance team:
1. Participative leadership - creating an interdependence by empowering, freeing up and serving others.
2. Shared responsibility - establishing an environment in which all team members feel responsibility as the manager for the performance team.
3. Aligned on purpose - having a sense of common purpose about why the team exists and the function it serves.
4. High communication - creating a climate of trust and open, honest communication.
5. Future focused - seeing change as an opportunity for growth.
6. Focused on task - keeping meetings and interactions focused on results.
7. Creative talents - applying individual talents and creativity.
8. Rapid response - identifying and acting on opportunities.