

Building Leadership Team Assessment Tool (BLT-AT)

BLT Discussion Guide: Practice Profile (Part 2)

LEADERSHIP DOMAIN 2: CULTURE OF SHARED LEADERSHIP		
Building Leadership Teams (BLTs) assist principals and other members of the school administrative team to ensure that all instructional personnel are prepared to assume leadership roles and are given the opportunity to do so.		
Characteristics of Effective Practice by Schools	Acceptable IMPLEMENTATION	Acceptable SCALE
1. Distribute leadership	<ul style="list-style-type: none"> The BLT helps the principal develop school-wide opportunities for shared leadership. In league with the principal, the BLT helps ensure that all professional personnel are involved in school leadership teams (i.e., teacher teams or the BLT). 	<ul style="list-style-type: none"> The school defines “instructional personnel” broadly to include teachers, intervention specialists, paraeducators, related services personnel, librarians, counselors, administrators, and so on. The school provides opportunities for all instructional personnel to serve on teacher teams. The school ensures that BLT membership enables all teacher teams to have representation.
2. Prepare all instructional personnel to serve on leadership teams	<ul style="list-style-type: none"> The BLT helps the principal prepare all instructional personnel to use effective leadership practices. The BLT coaches new members in the use of effective leadership practices. 	<ul style="list-style-type: none"> At least 75% of instructional personnel receive some type of leadership training (or coaching) each year.
3. Promote a school culture that values support and accountability	<ul style="list-style-type: none"> The BLT expects its members and other school colleagues to adhere to high standards of ethical conduct. The BLT holds its members and other school colleagues accountable for follow-through with agreed-upon plans and 	<ul style="list-style-type: none"> All teacher teams (e.g., TBTs) expect their members to adhere to high standards of ethical conduct. All teacher teams (e.g., TBTs) hold their members accountable for follow-through with agreed-upon

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	<p>practices.</p> <ul style="list-style-type: none">• The BLT helps the principal promote the health and well-being of all school personnel.	<p>plans and practices.</p> <ul style="list-style-type: none">• All teacher teams (e.g., TBTs) work to support the health and well-being of their members and other colleagues.