

Building Leadership Team Assessment Tool (BLT-AT)

BLT Discussion Guide: Practice Profile (Part 3)

LEADERSHIP DOMAIN 3: CULTURE OF INCLUSIVENESS		
Building leadership teams (BLTs) assist principals and other members of the school administrative team to build an inclusive culture in which each and every student, all families, other community members and interagency partners, and all staff are treated with care, respect, and consideration.		
Characteristics of Effective Practice by Schools	Acceptable IMPLEMENTATION	Acceptable SCALE
1. Promote a school culture that values and shows respect for each and every student	<ul style="list-style-type: none"> The BLT helps the principal maintain a school environment in which each student is seen as a valued participant in the school community. 	<ul style="list-style-type: none"> Every teacher team (TBT) endorses the school-wide belief that each student is a valued participant in the school community.
2. Promote a school culture that provides each and every student with a high-quality education addressing their academic, social-emotional, and physical needs	<ul style="list-style-type: none"> The BLT expects all of its members to take collective responsibility for meeting the academic, social, emotional, and physical needs of each student. The BLT works to promote a school environment that encourages the active engagement of all students. The BLT helps the principal ensure that professional learning opportunities for school personnel focus on the needs of each and every student. 	<ul style="list-style-type: none"> Every teacher team (TBT) expects all of its members to take collective responsibility for meeting the academic, social, emotional, and physical needs of each student. Every teacher team (TBT) works to promote a school environment that encourages the active engagement of all students. Each year, at least 75% of instructional personnel participate in professional development focusing on the needs of each and every student.

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Characteristics of Effective Practice by Schools	Acceptable IMPLEMENTATION	Acceptable SCALE
3. Build an open and collaborative culture that promotes positive, productive relationships with families and other members of the community	<ul style="list-style-type: none"> The BLT develops and upholds protocols for showing care and respect to all individuals and groups that interact with the school (for instance, family members, members of the larger community, interagency partners). 	<ul style="list-style-type: none"> Every teacher team (TBT) adheres to protocols for showing care and respect to all individuals and groups that interact with the school (for instance, family members, members of the larger community, interagency partners).
4. Build an open and collaborative culture that supports productive relationships among all staff members	<ul style="list-style-type: none"> The BLT sets and adheres to standards for effective professional collaboration. 	<ul style="list-style-type: none"> Members of all teacher teams (TBT) participate in a variety of professional learning opportunities each year. Every teacher team (TBT) adheres to standards for effective professional collaboration.
5. Build an open and collaborative culture in which all school personnel participate in learning experiences that help them improve their professional practice	<ul style="list-style-type: none"> The BLT communicates the expectation that all school personnel are learners. 	<ul style="list-style-type: none"> Each year, at least 75% of instructional personnel participate in professional development activities that address their professional learning needs.