

THE DESIRED STATE



The Kansas Learning Network developed the info-graphic (pictured to the right) as a way to visually communicate the foundational indicators of effective practice for school improvement. These practices are rooted in Leadership & Teams, Collaboration, Data-Based Decision making and Communication within a system or building. To ensure that change happens and sustains, each component should function together with regular monitoring for evidence that the work is effective. The focus of this newsletter is centered on the Leadership Team and how it is instrumental in the process of leading change.

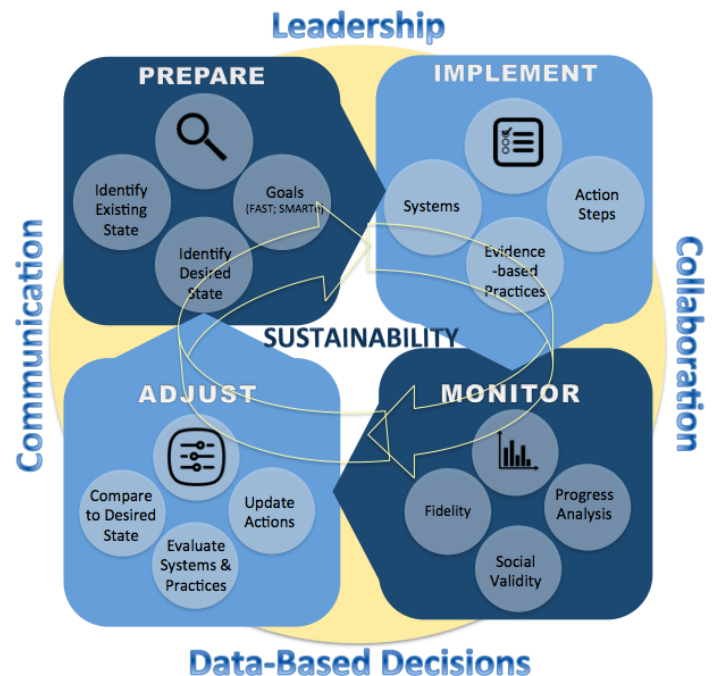
WHY are we creating a team? The team leads improvement efforts by facilitating the needs assessment to uncover potential root causes, helps to develop building improvement goals, guides implementation of actions, and analyzes effectiveness of actions while building the capacity of staff to lead and sustain the process. The leadership team essentially becomes the boots on the ground for school improvement.

What might be the qualities to consider when selecting team membership? In knowing that each building is working to develop an efficacious team, having a diverse membership at the table will ensure a variety of viewpoints, perspectives and individual strengths are represented. By intentionally selecting people who approach challenges with a spirit of inquiry, this ensures individuals who think flexibly will be on the team. Additionally, each collaborative team member represents a group of stakeholders that may not be present at the table for decision-making. A team with various viewpoints will be key to promoting equitable access to all stakeholders while developing the group to be collectively efficacious.

Once a leadership team is in place - what might be the responsibilities and work of this team? We can support with planning next steps! The Kansas Learning Network has assistance available on our website around Leadership Teams, Needs Assessment and Root Cause Tools, Evidence Based Practices and many useful resources!

Do you wish to know more about defining or refining a leadership team? We have a short video resource. Click here:

<https://ksdetasn.org/resources/2348>



Questions to push thinking of the Leadership Team:

- What is the highest priority in our school and how is it communicated? How is data/evidence collected around it? How is it being celebrated?
- Does the leadership team regularly review a variety of disaggregated school data, plan for professional development, and set yearly learning goals?
- How does your leadership team communicate its work to all key school stakeholders?
- Are those closest to students involved in making decisions for them? Who else might need to be added to the team so that all students (subgroups) have representation?

Did you find these questions beneficial? Reach out via the TASN website and request the comprehensive list of questions around Foundational Indicators.

<https://www.ksdetasn.org/tickets/new>