Building a School Leadership Team

This activity is designed to help a principal or administrative team create an effective school leadership team.

First, list the names of the current members who you might consider to be your guiding coalition. If no such group currently exists, list the potential members who come to mind.

_____   _____

_____   _____

_____   _____

_____   _____

Then consider the following personal characteristics that will impact your team's success. Write the name of each team member under any characteristic that applies (a person may be listed under more than one). Eliminate any person from your list who possesses none of these characteristics. Note that it is recommended that a member of each teacher team be on the leadership team. Does your team have the necessary balance?

Position Power	Expertise
_____	_____
_____	_____
_____	_____
_____	_____
Ask: Are enough key players on board so that those left out cannot easily block progress?	Ask: Are the various points of view—in terms of discipline, work experience, and so on—relevant to the task at hand adequately represented so that informed, intelligent decisions will be made?
Credibility	**Leadership**
_____	_____
_____	_____
_____	_____
_____	_____
Ask: Does the group have enough people with good reputations that its recommendations and decisions will be taken seriously?	Ask: Does the group include enough proven leaders to be able to drive the change process?

Source: Buffum, A., Mattos, M., & Weber, C. (2012). Simplifying response to intervention: Four essential guiding principles. *Bloomington, IN: Solution Tree Press.*