
MFT Filename: Art. 4 - ILT

The following proposal was made by the Minneapolis Federation of Teachers, based on input from educators, parents, students, and community members, is subject to modifications and additions throughout the bargaining process.

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ARTICLE IV. SHARED LEADERSHIP FOR CONTINUOUS IMPROVEMENT

Section A. Organizational Structure And Leadership

Subd 1. Shared Decision-Making

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D. Site Leadership Team Relationship with Other Committees, Task Forces, and Work Groups:

All site committees, task forces and work groups will communicate directly with or through the Site Leadership Team to coordinate planning and implementation of their work. The result will provide a learning environment where students, teachers, and staff will all understand the instructional goals of the site and what is expected of each of them in the process of achieving those goals.

The formation of committees, subcommittees, work groups and task forces will vary according to the size and program needs of the site. While any model used must include teachers throughout the decision-making process, a model includes:

1. Instructional Leadership Team (ILT). The instructional leadership team includes instructional teacher leaders and administrators who meet regularly to create, implement, and monitor the strategies in the SIP plan focused on curriculum, instruction and assessment.

ILT members will serve for three (3) year terms, with one-third (1/3) of the members being elected in each year. Elections will take place by secret ballot in the spring of the year for the following year in departments and/or programs. Where there are multiple union stewards at a site, election of the ILT teacher union steward representative by secret ballot will take place at the same time as the steward election in the fall of the year.

In addition to building administration, the ILT team will be composed of the following members:

Elementary	Middle/Secondary
1. <u>One representative from each of K-2 and 3-5, or a member from each grade-level team, elected by the grade level/team</u> 2. <u>One ESP representative, elected by the ESPs at the site.</u>	1. <u>One representative from each department and program (citywide, EL, etc.), elected by the department/program</u> 2. <u>One ESP representative, elected by the ESPs at the site.</u>

<ul style="list-style-type: none"> 3. <u>One specialist representative</u> 4. <u>One union steward, elected by union members at the site.</u> 5. <u>If applicable, one member from each program (EL, citywide, etc.)</u> 6. <u>The staff development chair</u> 7. <u>The PDP coordinator</u> 	<ul style="list-style-type: none"> 3. <u>One specialist representative</u> 4. <u>One union steward, elected by union members at the site.</u> 5. <u>The staff development chair</u> 6. <u>The PDP coordinator</u>
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Small schools and schools with high turnover may not be able to adhere to the ideal structure noted above and may use the model below as an alternative to select ILT members in addition to building administration:

1. **At least THREE tenured or Tier 3 or Tier 4 licensed staff, each representing a different department, program, or grade level, and elected by secret ballot in the spring of the year, if possible, or during the teachers' welcome back week in the fall of the year**
2. **One union steward, elected by union members at the site during the first union meeting**
3. **The staff development chair**
4. **The PDP coordinator**

The instructional leadership team (**ILT**) is responsible for aligning curriculum, instruction, and assessment to State and District standards, the District Strategic Plan, Site Improvement Plan goals, and Professional Development Process plans, as well as providing interpretation, coordination, and support for the Standards of Effective Instruction. The Instructional Leadership Team will coordinate and communicate with the Site Leadership Team on a regular basis. **Interested staff can observe ILT meetings.**
