### Indicator 1.B: Distributed Leadership and Sustainability



School leadership engages most staff in schoolwide improvement efforts through intentional teaming structures; however, there are limited opportunities for individual staff to take on leadership opportunities (e.g., decision-making authority). School leadership has already put some teaming structures in place to facilitate shared leadership responsibility; however, opportunities may exist to further broaden participation to involve a more diverse range of staff members. School leadership acknowledges sustainability as a priority and successfully use some distributed leadership strategies.

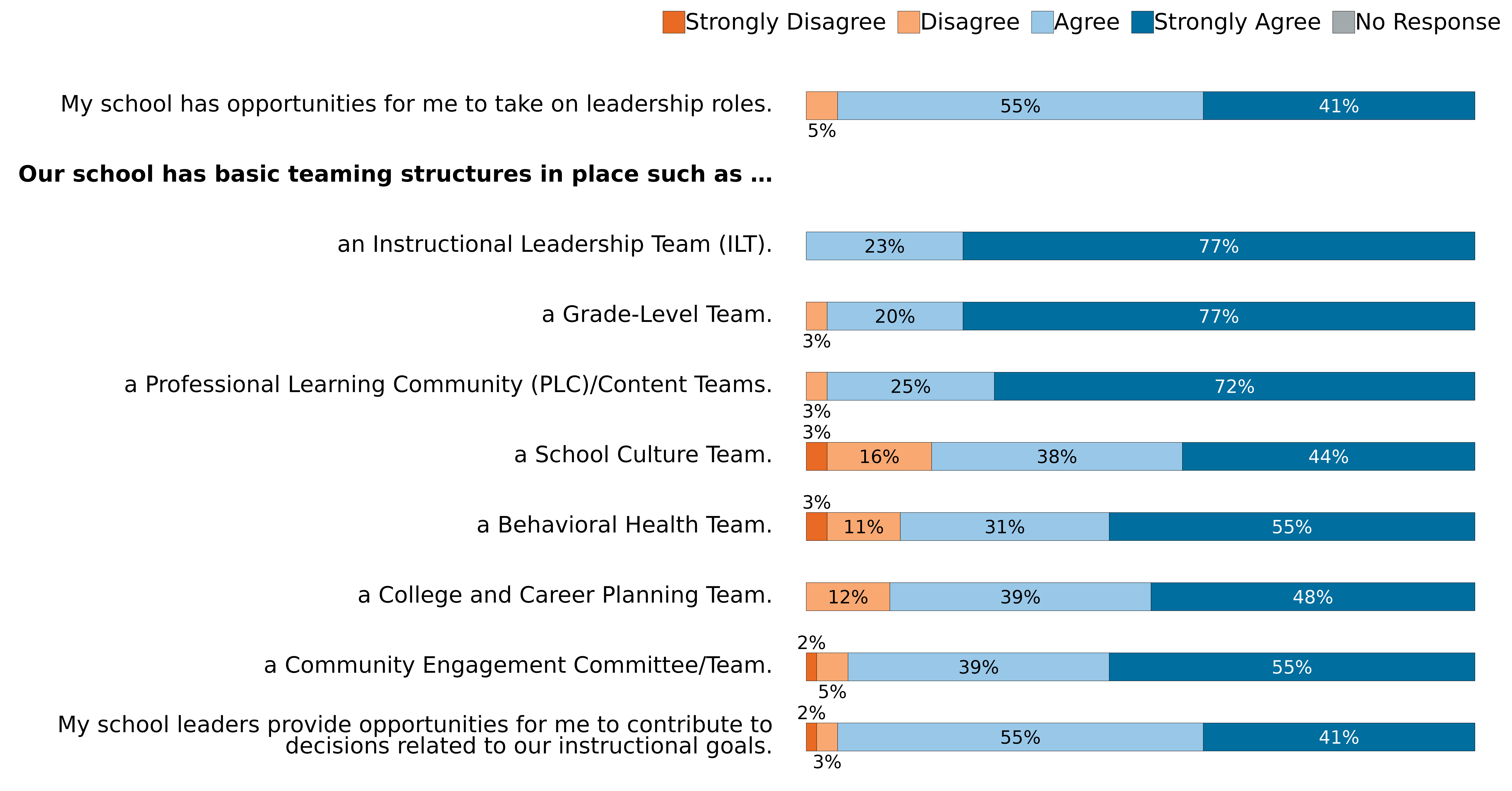
#### OVERALL RATING SUMMARY:

Consistent with an established rating for this indicator, school leadership and most staff are engaged in improvement efforts through various school committees (e.g., AVID, attendance, SEL, parent involvement, and ULT). While the Universal Leadership Team (ULT) includes staff with diverse roles within the school, staff identified a need for enhanced school-wide communication from the team.

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|  | 2023-2024 |
| University of Chicago Five Essentials Survey: Selected Constructs |  |
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Indicator 1.B: Distributed Leadership and Sustainability (CONT.)

#### STAFF SURVEY RESPONSE:



#### STAFF PERSPECTIVES:

* Evidence of Elevating Educators (EJC): According to school leaders and staff focus group participants, most staff engage in at least one school committee (e.g., AVID, attendance, SEL, parent involvement, and ULT). Some leadership opportunities are available within each committee to support distributed leadership.
* School leaders reported that the ULT consists of grade level representatives, all administrative staff, and some support staff. Staff focus group participants agreed that the ULT keeps staff informed of school improvement efforts, but several participants described a need for improved school-wide communication from the ULT.
* Most staff survey participants agreed or strongly agreed that the school has some basic teaming structures in place, such as an instructional leadership team (100%), grade level teams (97%), school culture team (80%), behavioral health team (85%), college and career planning team (87%) and community engagement team (93%). School leaders agreed or strongly agreed that the school has systems in place to sustain changes these teams have implemented.