

Article I. Name

The name of the association is:

Sternberger Elementary School Leadership Team (SLT)
518 N Holden Road
Greensboro, NC 27410
Guilford County

Article II. Purposes

The purpose of the School Leadership Team (SLT), in common with other SLT's in Guilford County, are:

- a. To facilitate the development of the School Improvement Plan
- b. To monitor, assess and amend the School Improvement Plan
- c. To advance policies and procedures that enhance achievement and meet educational, safety and parent involvement goals
- d. To facilitate decision-making based on available data
- e. To build the capacity of the school to address parent and staff concerns
- f. To build the capacity of the school to improve in the following areas:
 - a. Curriculum
 - b. School climate
 - c. Classroom management/discipline
 - d. Two-way communication
 - e. Parent involvement
 - f. Co-curricular activities
- g. To consult with the Principal and make recommendations on budgetary issues relating to staff development, instructional materials and staff positions.

Article III. Membership Functions

The following are basic functions of the Sternberger Elementary SLT; in common with other SLT's in Guilford County:

- a. Facilitate the involvement of the school community in designing and implementing the School Improvement Plan
- b. Encourage, support and create opportunities for involvement from parents of the community
- c. Coordinate the activities associated with the design and implementation of the School Improvement Plan

Article IV. Membership

Membership will include a broad cross-section of the school with members providing school/community points of view. Individuals must be willing to devote time, energy, objectivity, and creativity as team members.

a. Composition of Staff Membership:

- a. School Principal
- b. Members of the professional staff to include the following: Instructional Staff, Instructional Support Staff, Instructional Assistants.

b. Composition of Parent Membership:

The parent membership must reflect the racial, geographical, and socioeconomic status of students in our school.

Article V. Elections Process and Term of Service

- A. Parent Members: All parent members of the School Leadership Team must be elected by parents of children enrolled in the school by secret ballot. The election shall be conducted by the parent and teacher organization in the school or by the largest organization of parents formed for this purpose. The election should be completed no later than June 1st of each year. If the election does not result in a representative group of parents, the principal may appoint additional parents to the team as needed. Those names shall be brought to the largest organization of parents for approval. Parent members will serve one-year terms. Parent members may be re-elected for subsequent terms.
- B. Staff members: Representatives of instructional personnel, instructional support personnel, and teacher assistants must be elected by their respective groups by secret ballots. Staff members may be elected for subsequent terms. Each staff member shall serve for a two-year term. To ensure some consistency of membership from year to year, approximately one-half of the team's composition remains each year, while approximately one-half of the members rotate off the team.

Article VI. Meeting Information and Notification Procedures

The Sternberger Elementary School SLT will meet once a month to ensure the ongoing direction and work of the team, including the thorough monitoring of the School Improvement Plan. A summer planning meeting and/or emergency meetings may be called by the SLT Chairperson or school Principal if needed.

Members will be notified of meetings with an annual calendar and a reminder prior to each meeting.

Minutes of meetings should be posted within one week in a place that is visible to all staff and parents, including the school's webpage. Copies of the minutes will be given to all team members and are available to the Principal Supervisor and staff members. An annual report should be submitted by the principal to the Principal Supervisor and the Board of Education detailing the progress of the implementation of the School Improvement Plan.

Article VII. Leadership Positions and Responsibilities

As the instructional and organizational leader of the school, the principal is ultimately responsible for the effective implementation of the school improvement process. However,

effective implementation by definition must include the sharing of responsibilities and decision-making with other members of the team. To this end, the following leadership positions will be established for the SES School Leadership Team at the beginning of each school year: Chair, Recorder, and Representatives. The SLT will elect these positions. Any team member other than the school principal may serve as an officer on the School Leadership Team. Below is a list of responsibilities for each of these positions:

CHAIRPERSON:

- Meets regularly with the Principal to discuss school issues and develop meeting agendas. Standing items on the agenda include:
 - Review of minutes from the last meeting and conduct new business
 - Updates from any sub-committee meetings or assigned projects
 - Review of progress toward objectives set in the School Improvement Plan
 - Request for agenda items for the next meeting
 - Review of next meeting date
- Leads meetings and facilitates distribution of agenda to all team members of the School Leadership Team
- Reminds team members about meetings at least one week in advance
- Assists in completing reports due for the team
- Facilitates the public notification of meetings

RECORDER:

- Is responsible for taking minutes at all meetings that clearly reflect the activities of the School Leadership Team
- Distribute minutes no later than one week after the meeting
- Ensures posting of minutes of each School Leadership Team meeting in a designated place that is visible to parents and teachers, including the school's website
- Maintains copies of minutes and quarterly/annual reports and other important documents

REPRESENTATIVES:

- Attend meetings regularly
- Represent the interests of their constituent group – not just their own
- Determine how to engage stakeholders in meaningful ways in school affairs
- Commit to working collaboratively with the team
- Bring issues and concerns of constituent groups to team meetings and communicate the decisions made by School Leadership Team stakeholder

Article VIII. Sternberger Elementary School Local By-Laws

Number of Members:

Members will include:

- 1 teacher from K/1, 2/3, 4/5, EC (4 total)
- 1 certified support staff member
- 1 teacher assistant or classified personnel
- Maximum of 3 parents (not to exceed 30 percent of the composition of the team)
- Curriculum Facilitator

School Counselor
Assistant Principal
Principal

Election of Members:

Elections will be held according to state law.

By June all team members should be elected for the next school year. If there is a need to add or change members during the school year, nominations and elections will be held as needed.

Once established, the team will vote on all board positions.

Term of Membership:

The term of membership for school staff is 2 years. Parents will serve a one-year term, but may be re-elected for subsequent terms.

Meetings:

Meetings will be conducted on the 3rd Tuesday of each month at 2:45 p.m. If for special circumstances the meeting must be rescheduled, all members should receive prior notice. The leadership team may vote to change the meeting days and times as necessary to ensure effective participation or meet decision-making deadlines.

Special Provisions

1. Nominations for staff membership will come from the grade levels, specialists, and classified staff.

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