

Bylaws of the School Leadership Team 14K018

Adopted 9/28/2022

### **Article I – School Leadership Team Mission Statement and Educational Vision**

The mission of the School Leadership Team of P.S. 18 is:

**Vision:** Every student at P.S. 18 will be an active participant in their own education. Each community member will achieve success and feel challenged through daily high expectations while being supported by our teachers. Our vision is to define success as continual growth, no longer fearing mistakes but welcoming learning opportunities.

**Mission:**

Our Commitment is to provide learning opportunities that will expand the hearts and minds of our students.

Our Promise is to develop critical thinkers who will seek their own truth.

Our Pledge is to always collaborate as a community and to be responsive to the diverse cultures we represent.

### **Article II – Team Composition**

- **Section 1 - Size of Team**

The total number of members shall be 12. The team shall maintain an equal number of parent and staff members, 6 Staff, 6 Parents from each constituency.

- **Section 2 - Mandatory Members**

The only three mandatory members of the SLT are the school's principal, the Parent Association/Parent-Teacher Association (PA/PTA) President and the United Federation of Teachers (UFT) Chapter Leader. Mandatory members of the SLT may designate another member of their constituent group to serve in their stead.

- **Section 3 - Members at Large**

The remaining members of the team shall consist of:

- 4 elected parent members
  - 1 PTA President
  - Title 1 representative
- 3 elected UFT member(s)
- 1 elected DC 37 member(s)
- 1 community based organization members(s)
- **Section 4 - Election of Team Members**

Parent and staff SLT members must be elected by their own constituent group in a fair and unbiased manner determined by each constituent group. All elections must be advertised widely, with reasonable advance notice given. Elections must be open to all members of the constituent group and must be held in accordance with the term limits set forth in these bylaws. Parent member elections must be scheduled after PA/PTA elections are held each Spring. Parents must be provided a minimum of ten calendar days notice prior to the election. The PA/PTA is encouraged to stagger the terms of the non-mandatory parent members of the SLT. In the case of co-presidents, the remaining PA/PTA officers shall determine which co-president will serve as the mandatory member of the SLT. Community based organizations may also serve on SLTs. The SLT will create a process for the organizations to apply for membership. A member of the team may also recommend an organization for membership. This will be done on an annual basis. Community based organization members will be included in the total number of team members, but will not be counted when determining the balance of parent and staff members. Elections held to fill vacancies due to resignation, cessation of member eligibility, or removal pursuant to Article 2 will be conducted by the appropriate constituent group prior to the next scheduled team meeting. Team members elected to fill vacancies shall be eligible to serve until the completion of that term.

- **Section 5 - Chairperson/Co-Chairpersons – Mr. Lee**

Selection Method - The Chairperson shall be selected by consensus of the team and shall serve for a period of 1 year. If the team opts to elect Co-Chairpersons, they will share the role of Chairperson as outlined in these bylaws. The election shall take place at the September meeting. [The Chairperson is responsible for scheduling meetings, ensuring that team members have the information necessary to guide their planning, and focusing the team on educational issues of importance to the school. The Chairperson ensures that voices of all team members are heard.

- **Section 6 - Additional Leadership Roles**

**Secretary** –MaryAnn Rekuc- The secretary will be responsible for sending SLT meeting notices and for keeping the minutes of SLT meetings. Such minutes must be maintained at the school, with a copy provided to the PA/PTA. The school principal may designate an office staff member to assist the SLT secretary.

**Facilitator** – The Facilitator shall advise the Chairperson and other team members on matters of Parliamentary Procedure.

**Financial Liaison** – Nina Zieling -The Financial Liaison shall assume responsibility for documenting member participation for the purposes determining eligibility for the annual SLT remuneration.

**Timekeeper** – Elizabeth Tedeschi -The Timekeeper ensures that all agenda items are discussed by monitoring the allotment of time afforded each item.

**Selection Method** – Additional leadership roles will be filled by consensus of the team at the September meeting and shall serve for a period of 1 year.

- **Section 7 - Length of Term and Term Limits**

Team members, with the exception of mandatory members, student members, and community based organization members, are elected for 2 year terms. However, all members must remain eligible to serve pursuant to Chancellor’s Regulation A-655 for the duration of their term.

Members may not serve more than 2 consecutive terms.

However, if no other willing, eligible candidate is identified for a particular constituent group, a member may be elected for an additional term.

- **Section 8 – Responsibilities of School Leadership Team Members**

Team members, including those additional roles outlined in these bylaws, are responsible for developing an annual school Comprehensive Educational Plan (CEP) that is aligned with the school-based budget for the ensuing school year. The school-based budget provides the fiscal parameters within which the SLT will develop the goals and objectives to meet the needs of students and the school’s educational program. The SLT shall provide an annual assessment to the community or high school superintendent of the principal’s record of developing an effective shared decision-making relationship with the SLT members during the year. The SLT will serve as the vehicle for consultation with parent representatives regarding federal reimbursable funding (e.g., Title I). The SLT will coordinate with other school committees such as the Parent Association/Parent Teacher Association and the Title I Committee to ensure that all school-wide committees are working toward the same goals set forth in the CEP. Team members must work collaboratively by sharing their ideas and concerns and listening to the ideas and concerns of others; engaging in collaborative problem-solving and solution-seeking that will lead to consensus-based decisions. Team members must communicate effectively with their constituent groups and share the views of their constituencies with the team.

### **Article III – Team Meetings**

- **Section 1 - Schedule of Meetings**

The School Leadership Team shall meet at least once a month during the school year. All meetings shall be held last Wednesday of each month from 2:30-3:30PM when in person, and 2:45 – 3:45 when virtual. Additional meetings will be scheduled by the Chairperson as needed or upon request by the team members. Meetings will be scheduled at a time convenient for parent members on the team. Parent members will be polled each year to determine a convenient time for team meetings. Members who miss more than two consecutive meetings without rendering in writing a good and valid excuse will be subject to removal from the team.

Oct 26, 2021 02:30 PM

Nov 30, 2021 02:30 PM

Dec 21, 2021 02:30 PM

Jan 25, 2022 02:30 PM

Feb 15, 2022 02:30 PM

Mar 29, 2022 02:30 PM

Apr 26, 2022 02:30 PM

May 31, 2022 02:30 PM

Jun 21, 2022 02:30 PM

<https://us02web.zoom.us/j/83909244616?pwd=bzZuQThMOEVCTFBseDhZaHhvTHY0Zz09>

- **Section 2 - Notice of Team Meetings**

The School Leadership Team will establish a yearly calendar which shall be posted in the general office, front security desk, in the parent coordinator's office and SLT bulletin board by the main office at the beginning of each school year. The calendar shall be distributed at the first meeting of the parent association each school year. The Chairperson will send meeting reminders one week prior to all meetings by school mailbox and backpack, postal mail, email, or telephone.

- **Section 3 - Meeting Attendance**

School Leadership Team members are expected to attend all meetings. If team members are unable to attend the meeting, they must contact the Chairperson in advance of the meeting.

- **Section 4 - Quorum**

All required members + 1 elected member shall constitute a quorum (6 members total). Each constituent group shall be responsible for ensuring that their group is adequately represented at each meeting.

Principal = 1

UFT Chapter Leader + 1 = 2

PTA President +1 = 2

DC37 = 1

- **Section 5 - Order of Business**

1. Call to Order
2. Reading and Approval of the Previous Meeting's Minutes
3. Committee Reports
4. Report on DLT (if attended)
5. Discussion of Unfinished Business Agenda Items
6. Discussion of New Business Agenda Items
7. Creation of Agenda for the Next Meeting
8. Adjournment

#### **Article IV – Removal of a School Leadership Team Member**

- **Section 1 - Removal Process**

Team members who fail to attend **2 without notice or 3 with notice for consecutive meetings**, fail to perform their roles and responsibilities as outlined in these bylaws, or behave in a manner that is disruptive and undermining to the work of the Team will be removed by consensus of the remaining team members. The School Leadership Team must have a quorum of members present and reach unanimous agreement when deciding to remove a member. The member shall be provided a written notice of the Team's decision. The letter shall include the reason for the removal and the member's right to appeal the decision. The letter shall be signed by the Chairperson or Co-Chairpersons and shall be sent by registered return receipt mail delivery to ensure proper notification and receipt.

- **Section 2 - Filling a Vacancy**

When a member resigns or is removed, the vacancy will be advertised to the appropriate constituent group and an election will be held in accordance with these bylaws.

**Article V – Decision-Making**

- **Section 1** - Consensus-based decision-making must be the primary means of making School Leadership Team decisions. Consensus should be defined as reaching an agreement acceptable to all members. All resolutions and decision will be done by a simple majority vote, with principal being the tie-breaking vote but otherwise abstaining.

**Article VI – Conflict Resolution**

- **Section 1 - Assistance from the District Leadership Team (DLT)**

The School Leadership Team will seek assistance from the DLT or appropriate superintendent when members cannot reach agreement on an issue. Where team members have difficulty obtaining information or wish to obtain assistance in resolving issues relating to consultation with the school principal, they may seek assistance from the DLT or superintendent. If after receiving assistance from the DLT or superintendent, the Team still cannot reach agreement on the CEP, the superintendent will make the final determination.

- **Section 2 - Assistance from the Office for Family Engagement and Advocacy (OFEA)**

If the DLT or superintendent is unable to resolve such issues to the satisfaction of team members, team members may send a written request for assistance to the designated OFEA engagement staff.

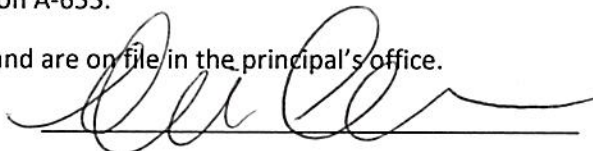
**Article VII – Bylaws Review and Amendment**

The bylaws may be amended at any regular meeting of the team, provided notice of any proposed changes has been given at a previous meeting. In addition, the bylaws will be reviewed annually, at the start of the school year to ensure that the document's provisions meet the needs of the team and remain consistent with Chancellor's Regulation A-655.

These bylaws were amended on 9/28/2022 and are on file in the principal's office.



Principal Name



Principal Signature

Yadsuel Barada

PA/PTA President Name

Melvin Mizhquini

UFT Chapter Leader Name

[Signature]

PA/PTA President Signature

[Signature]

UFT Chapter Leader Signature

## SCHOOL-BASED BUDGET AND CEP SUMMARY

The School-Based Budget and CEP Summary describes the major goals of the CEP and demonstrates that the school-based budget is aligned with the CEP. It lists the major goals and programs provided for in the CEP and the budget allocations that support and are aligned with these goals and programs.

I. Overall summary of CEP (educational goals, programs, initiatives to be implemented at the school in the coming year). This section should provide an outline of the CEP for the coming year in this space; then, in the boxes below, each CEP Goal or Program should be listed separately in each box.

### II. Budget Summary

A worksheet should be provided reflecting the overall school-based budget for the coming year (either in this space or attached hereto); then, in the boxes below, the budget allocation (funding source) should be provided for each goal or program in the CEP.

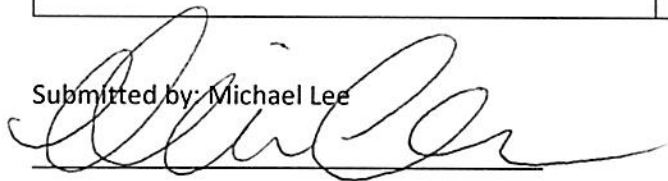
### III. Alignment of School-Based Budget with CEP

In this section, the principal must demonstrate using the boxes below whether there is alignment of each CEP goal/program with budget allocations for the coming year.

| CEP Goal or Program  | Budget Allocation (Funding)  |
|--|--|
| <p>1. ELA<br/>By June, 2023, 35% of all students will be at or above grade level in ELA as measured by iReady EOY Assessment. Additionally, at least 50% of the classes will be at or above this 35% benchmark.</p>  | <p>Fair Student Funding<br/>Title 1 SWP<br/>Title 1 SWP Carry Over<br/>ARPA Academic Recovery<br/>TL CRRSA Covid Register Relief</p> |
| <p>2. MATH<br/>By June, 2023, 35% of all students will be at or above grade level in Mathematics, as measured by EOY iReady Assessment. Additionally, at least 50% of classes will be at or above this 35% benchmark.</p>  | <p>Fair Student Funding<br/>Title 1 SWP<br/>Title 1 SWP Carry Over<br/>ARPA Academic Recovery<br/>TL CRRSA Covid Register Relief</p> |
| <p>3. Attendance<br/>By June, 2023, Chronic Absenteeism for All Students will Decrease 10 percentage points, from 35% to 25%, as measured by ATS Attendance Report (RRSA).</p>   | <p>Fair Student Funding<br/>Title 1 SWP<br/>Title 1 SWP Carry Over<br/>ARPA Academic Recovery<br/>TL CRRSA Covid Register Relief</p> |
| <p>4. Quality IEPs<br/>By May, 2023, to strengthen the quality and implementation of IEPs for All Students with Disabilities (SWD), we will improve writing quality IEP goals that relate to Next Generation Learning Standards and has clear supporting evidence in</p> | <p>Fair Student Funding<br/>Title 1 SWP<br/>Title 1 SWP Carry Over<br/>ARPA Academic Recovery<br/>TL CRRSA Covid Register Relief</p> |

|   |  |
|---|--|
| <p>the PLOP by Increase 25, from 65% to 90, as measured by IEP reviews.<br/>By June, 2023, to strengthen the quality and implementation of IEPs for All Students with Disabilities (SWD), we will improve completion of annual reviews by due date by Increase 20, from 80% to 100, as measured by SESIS IEP completion report.</p> |  |
| <p>5. Supportive Environment Framework<br/>By June, 2023, practices related to Innovation and Collective Responsibility will improve 11 percentage points, from 59% to 70%, as measured by positive NYC School Survey responses, resulting in improved Collaborative &amp; Trusting Relationships.</p>                              | <p>Fair Student Funding<br/>Title 1 SWP<br/>Title 1 SWP Carry Over<br/>ARPA Academic Recovery<br/>TL CRRSA Covid Register Relief</p>                               |
| <p>6. English Language Proficiency<br/>By July, 2023, English Language Proficiency for English Language Learners will Increase at least .35 , from .15 (Level 1) to Level 2, as measured by ELP success ratio.</p>  | <p>Fair Student Funding<br/>Title 1 SWP<br/>Title 1 SWP Carry Over<br/>ARPA Academic Recovery<br/>TL CRRSA Covid Register Relief<br/>School Support Supplement</p> |

Submitted by: Michael Lee



(Signature)

Principal of 14K018

Date:

9/28/22