



The New York City Department of Education

THE PHYLLIS WHEATLEY SCHOOL P.S. 328

We Believe It. We Achieve It!

330 Alabama Avenue- Brooklyn, NY 11207

(P) 718.345.9393 (F) 718.345.6566

Mr. Christian Pierre - Acting *Principal* Ms. Carla Torres- *Assistant Principal*



School Leadership Team Bylaws School Year 2022-2023

Article I

School Leadership Team Mission Statement and Educational Vision Our mission is to continue to strengthen our commitment to student achievement by providing a safe and collaborative learning environment that will nurture the academic talents, social and emotional strengths of our students. As a result, our students will be critical thinkers, problem solvers, and productive citizens prepared to compete in an evolving global economy.

Article II Team Composition

Section 1 Size of Team

The total number of members shall be a minimum of 10. The team shall maintain an equal number of parent and staff members, a minimum of five 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 for their constituent group to serve in their stead.

Section 3

Members at Large The remaining members of the team shall consist of:

- Four Elected parent members
- Two Elected UFT members
- One Elected DC 37 member

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

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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. PA/PTA elections are held in the Spring and Parent member SLT elections will be held the following September. Parents must be provided a minimum of 10 calendar day notice prior to the election. The PA/PTA is encouraged to stagger the terms of the non-mandatory parent members 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 IV 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 Selection Method

The Chairperson shall be selected by consensus of the team and shall serve for a period of one 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: The 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

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members on matters of Parliamentary Procedure. Financial Liaison: The Financial Liaison shall assume responsibility for Documenting member participation for the purposes determining eligibility for the annual SLT remuneration. Timekeeper: The Timekeeper ensures that all agenda items are discussed by monitoring the allotment of time afforded each item. Food Liaison: The food liaison shall assume responsibility of all food for our School Leadership meetings. Selection Method: Additional leadership roles will be filled by consensus of the team at the October meeting and shall serve for a period of two years.

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 three 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 two 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.

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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 II

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 on the last Thursday of each month from 3:30pm. 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 three consecutive meetings without rendering in writing a good and valid excuse will be subject to removal from the team.

Section 2 Notice of Team Meetings

The School Leadership Team will establish a yearly calendar which shall be posted in the parent coordinator's office and The School Leadership Bulletin Board 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 email, text, school website 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

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Six shall constitute a quorum. Each constituent group shall be responsible for ensuring that their group is adequately represented at each meeting.

Section 5 Order of Business

- Call to Order
- Reading and Approval of the Previous Meeting's *Minutes*
- Committee Reports
- Discussion of Unfinished Business Agenda Items
- Discussion of New Business Agenda Items
- Creation of Agenda for the Next *Meeting*
- Adjournment

Article IV - Removal of a School Leadership Team Member

Section 1 Removal Process

Team members who fail to attend three consecutive meetings, fail to perform their roles and responsibilities as outlined in these bylaws, or behave in a manner that is disruptive, inappropriate 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. If a member needs to be removed because of a disruptive or inappropriate behavior an emergency meeting will be scheduled three school days after the event. During this emergency meeting the removal vote will take place and the member being brought up for removal will be mailed a letter as mentioned above.

The process for removing a team member(s) shall require that the entire team be notified by email or phone that a removal vote of a SLT member is before the team (including the member who is being considered for removal); each SLT member must be present for the vote (except the member who is being considered for removal) unless there is a good cause for a member not to be present; there must be a quorum of members present (this quorum must include the principal); the SLT should make every effort to reach consensus (consensus will be defined as unanimous agreement to support the decision made by the team) in their decision to remove the member(s) and if consensus cannot be

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reached there will be a vote and the removal decision must be supported by the majority vote of the SLT.

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

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.

(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 VI 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 October 26, 2022 and are on file in the principal's office.

Principal Name: Christian Pierre

PA/PTA President Name: Zalika Joseph

UFT Chapter Leader Name: Tonya Marimon

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Parent Coordinator: Brandon Clarke

SLT Chair: Ebony Brown

Parent: Tiajuana Stevens

Parent: Anjolie Furse

Parent: Alicia Garcia

Parent: Sandiana Aaron

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