

## **STAFF INVOLVEMENT IN DECISION MAKING**

The board believes that decision making at every level should involve those who will be affected by the decisions. Therefore, policy decisions about curriculum, instruction, and the overall school program shall be arrived at by a process that includes consultation with the professional staff. (Such participation by the professional staff shall in no way abrogate the right and the responsibility of the Board to set policy.) Such discussion should be conducted in a spirit of cooperation and with the best interests of the learners kept clearly in mind.

Each administrator/supervisor shall establish a process of collaborative decision making involving professional staff at every phase designed to further the faculty/staff's sense of responsibility for school and student performance.

The MSAD #9 Board of Directors supports building level decision making in the following areas:

### **Employment**

- Teacher/Staff (screening, interviewing)
- Support Staff (screening, interviewing)
- Co/Extra Curricular (screening, interviewing)

### **Staff Development** (extra early release days)

### **Curriculum**

- Monitoring implementation

### **Teacher initiated student assessment**

### **Discipline/Safety**

- Building Behavior Plans
- Bus Behavior Plans
- Safety Plans for support staff

### **Budget development** (discretionary areas)

### **Supply money expenditures**

### **Scheduling**

- Co/Extra Curricular
- Duties
- Events

### **Communication** (parents, community, events)

### **Long Range Planning** (building level)

- Staffing
- Facilities
- Meetings
- Classroom activities
- Building activities

### **Fund Raising Activities** (school, class, classroom, program)

### **Field Trips**

Areas not identified on this list are left to the building administrator/supervisor in consultation with the Central Office.

This policy does not supersede any policies already in existence.

Each building administrator/supervisor will meet and review this list with staff and identify which areas the staff wishes to engage in shared decision making. Each building will establish a process for implementing school based decision making and submit a copy of the process and areas identified to the Central Office. This process shall be reviewed and updated annually.

Further, the Board believes that increasing responsibility for decision making must be accompanied by increasing accountability for results. Therefore any proposals for changes in program and/or goals should include evaluative procedures linked to student outcomes. Evaluations of teachers should include assessment of the teacher's effectiveness in working toward these goals.

The board reserves unto itself the right to make the final decision on questions of school policy. The board will endeavor to respect the judgment of the professional staff and take into account any recommendations resulting from shared decision\_making processes prior to reaching a decision on behalf of the public and the students of the school system.

**Legal Reference: MSBA RESOLUTION A.7.  
TITLE 26 MRSA SEC. 965**

**Cross Reference: GCOA\_ EVALUATION OF PROFESSIONAL STAFF - TEACHERS  
CC - Administrative Organization Plan**

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