

Staff Involvement in Decision Making

The district shall encourage employee participation in decision making for the school district in accordance with the following statements:

Staff advisory functions

In the development of administration policy and regulations and arrangements for the operation of the school system, the superintendent shall include at the planning stage, whenever feasible, those employees who will be affected by such provisions.

The superintendent shall evolve with licensed and classified employees channels for the ready intercommunication of ideas and feelings regarding the operation of the schools. The superintendent shall weigh with care the counsel given by employees, especially that given by groups designated to represent large segments of the staff, and shall inform the Board of such counsel as needed for fully informed Board choices.

Staff advisory committees

To the end that joint advice may be readily available for the purpose described above; the staff shall be encouraged to elect advisory committees to work with principals and the superintendents in the areas of concern to the staff. Furthermore, the superintendent and principals shall, at their own discretion, appoint additional committees for such functions as are not being performed by existing groups.

Each elected staff committee shall act in an advisory capacity to the administrative officer responsible for the area in which the committee was elected to operate. Each appointed committee shall act in an advisory capacity to the administrative officer by whom it was appointed.

Teachers' council

The staff is encouraged to establish a teachers' council, which shall be advisory in nature, in each of its respective schools to work with the principals and the superintendent in areas of concern to the staff.

Adopted by the Board: December 2005

CROSS REFS.:

Board policies:

EL-3, Development of Administration Policy

EL-4, Communication and Counsel to the Board

EL-12, Staff Treatment

GP-6, Board Committee Principles

GP-7, Committee Structure

GP-10-E, Handling Operational Issues Raised by a Community or Staff Member

