

SCHOOL DISTRICT OF BAYFIELD

STAFF INVOLVEMENT IN DECISION MAKING

The Board of Education has four major functions: to set goals and priorities for the District, policy-making, fiduciary and evaluation. In performing its policy-making function, the Board ultimately determines the principles for action and a position that guides the decision-making and activities of the District. Policy decisions made by the Board should be reached with meaningful participation by the staff in a process which culminates in a recommendation to the Board by the District Administrator. Such participation should be interpreted as contributing to the establishment of public policy that is ultimately set by the Board.

The Board believes that participation by staff in the decision making process should be conducted in a spirit of cooperation and with the clear understanding learning is the most important outcome of our efforts. What is best for the pupils of our school should always be the principle that guides the decision making process.

The District Administrator will ensure that each administrator establishes a process by which meaningful participation by the professional staff is sought during each phase of decision making. The process should recognize and further our sense of responsibility for school wide pupil performance. The Board encourages the use of staff development opportunities specifically directed toward research, analytical, and decision making abilities.

The Board believes involvement in decision making by the staff should be accomplished through an increased level of accountability for results. Any proposals for alterations to the instructional program or any system-wide and/or school goals resulting from collaborative decision-making processes should incorporate evaluation procedures including formative benchmark and summative assessments that are linked to pupil outcomes.

The Principal will play a leadership role in the development of new proposals for the instructional program, both in maintaining a consistent focus on pupil outcomes and in providing the necessary research and technical support for the school staff.

APPROVED: June 8, 2009