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Employee Involvement in Decision Making

In keeping with the philosophy of the Central City Public Schools, it is the belief of the Board of Education:

That providing a high quality education for the children attending the Central City Public Schools is the paramount aim of this school district and that fostering a good morale in the teaching staff is necessary for the best education of all children.

That there is an intrinsic value in soliciting local viewpoints and in local decision making which is worth preserving to the maximum extent consistent with the obligations of citizenship in the state and nation.

That the right to participate in policy development does not imply the right to make decisions. Although consensus should always be patiently sought and will often prevail between staff personnel, administrative officers, and the Board of Education, the Board must retain its final responsibility and legal obligation to make decisions that establish policies for the school district. As an integral part of this belief, the Superintendent and his staff have the responsibility to aid the implementation by providing the best possible education in the classroom. With respect to policy implementation, a prime responsibility of the Board of Education is to evaluate the effectiveness and efficiency with which the administration and teaching staff implement the Board policies.

That the best interests of public education will be served by establishing procedures to provide an orderly method for the Board of Education, the administrative staff, and representatives of teachers groups and/or organizations to discuss matters of mutual concern, and to reach an agreement on these matters that is mutually satisfactory.

That there is no one best procedure for sharing responsibility for policy development. School board members, administrators, classroom teachers, and other personnel must develop a number of practices that are appropriate to local conditions. Each procedure that is developed must encourage a full and open exchange of views from all parties participating in deliberation leading to the determination of matters of mutual concern.

Adopted on: _____

Revised on: **July 16, 2012**

Reviewed on: _____