

Board Policy

Code No. 401.14

EMPLOYEE INVOLVEMENT IN DECISION-MAKING

As a general principle, the Board believes that the best decisions are made when a wide variety of stakeholders are involved in the decision-making process. This is particularly true for school district employees who are considered valuable stakeholders in the school district.

Decision-making in the school district will be driven by the Strategic Plan which includes a Mission Statement, Educational Philosophy, Belief Statement, and Goals and Behaviors. Developed by a committee of community members and school personnel, the Strategic Plan shall serve as the school district's School Improvement Plan. It is important that goals be identified in order to provide the school district with a direction so that efforts can be focused and resources can be used in the most efficient and effective manner.

Individual building goals, related to school district goals, shall be developed each year through the leadership of building principals. Although strategic planning and curriculum are adopted District-wide, because the Board endorses the concept of shared decision-making, many adjustments and innovations will be made at the building level. Shared decision-making shall empower each school with the responsibility of exploring initiatives that best meet the needs and desires of its students and school community while satisfying established building goals and protecting the integrity of school district curriculum and policies.

The Board also encourages decision-making from each building's school improvement team. Parents, teachers, and building principals shall provide leadership for upgrading the building's internal structure. Emphasis shall be placed on improving educational opportunities and climate for students and staff alike.

Decision-making at both the building and school district levels must comply with government regulations and school district policy. Budget restrictions and space limitations may also dictate the practicality for change to take place.

When proposed changes are made by employees regarding students, the educational program and other school district operations, these suggestions shall be brought directly to the supervisor, building principal, Assistant Superintendent, and/or the Superintendent. Judgments shall be made and shared with employees following thoughtful consideration and where necessary, after careful research has been conducted.

After a decision has been made on any policy or procedure, with the best interests of the school district in mind, employees are expected to accept and support those decisions in their subsequent actions, discussions and relations. With shared decision making comes the responsibility and accountability for ensuring that all decisions are carried out, monitored, and evaluated.

Bettendorf Community School District
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Legal Reference: Iowa Code Sections 273.1, 279.8 (1989).

Cross Reference: 302.2 Administration and District Personnel
401.12 Employee Relations to Administration and to the Board of Directors

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