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ARTICLE IV
DECISION-MAKING

4 A. VESD GOVERNANCE MODEL:

6 Purpose

8 The purpose of the VESD Governance Model is to obtain organizational
9 effectiveness as measured through student achievement. The Governance Model
10 is designed to improve each school's capacity to: exercise professional judgment,
11 participate in decisions, allocate resources impacting student learning, and to forge
12 a sense of organizational purpose.

14 Board Level

- 16 • The Board's responsibility to the community is to improve student
17 achievement.
- 18 • After collaborating with staff, community, and parents, the Board will use
19 Consensus to approve the VESD Vision, Mission, Beliefs, Parameters, Goals
20 and Objectives.
- 21 • Each staff will develop a site plan to meet the Board's objectives.
- 22 • The Board has the right to see professional planning from each staff and to
23 receive an accounting of the results.
- 24 • The Board delegates the responsibility for monitoring and reviewing the plans
25 to management.

26 Site Level

- 28 • Each school will develop a plan to meet the Board's objectives through
29 assessment, instruction, monitoring, adjusting, and evaluating the program.
- 30 • The principal will establish operational procedures for the school.
- 31 • Each staff shall decide its method of decision-making: Consensus or
32 Consultation.
- 33 • Time shall be set aside at the beginning of the year to review Article IV,
34 Appendix B, and Professional Guidelines to Common Courtesy.

38 B. SITE-BASED DECISION-MAKING

40 1. PURPOSE

41
42 The ultimate purpose of site-based decision-making is to advance student learning. The
43 principal and site representative will review decision-making models with staff at the
44 beginning of each school year. There are two models of site-based decision making:
45 consensus and consultation.

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2. CONSENSUS

a. Definition: Consensus is a process for group decision-making. It is a method by which an entire group of people can come to an agreement. The input and ideas of all participants are gathered and synthesized to arrive at a final decision acceptable to all. Through consensus we are not only working to achieve better solutions, but also to promote the growth of community and trust. Consensus will be reached by following Victor Elementary School District Procedures and Flow Chart for Reaching Consensus in Appendix B.

b. The site shall attempt to reach agreement by consensus on the

following:

- (1) The site plan and its categorical budget.
- (2) Student discipline plan.
- (3) The process of assigning students for the following school year.
- (4) School-wide problem solving/program development plans.
- (5) Site-funded employees.
- (6) School-wide grant programs.

c. Any unit member working to overturn any consensus decision may make a motion at a regularly scheduled staff meeting, and if two-thirds of the staff present agrees, the decision is void.

3. CONSULTATION

Definition: Consultation is the process of sharing information and actively seeking input from those who would be affected before a final decision is made by the principal.

4. INITIAL SELECTION OF DECISION-MAKING PROCESS

a. Each staff shall review Article IV and Appendix B within the first month of school.

b. A secret ballot vote shall then be taken by the unit members present to decide whether to implement the consensus decision-making process at the site.

c. If a two-thirds vote is not reached for consensus, then consultation will be the decision-making process.

d. Sites shall notify the Association and District of the decision-making process.

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5. CHANGING DECISION-MAKING PROCESS

After making the initial selection, a site can change the decision-making process once during the school year.

a. Any site unit member may agendize a vote to consider a change in the decision-making process.

b. After reviewing Article IV and Appendix B, a secret ballot vote shall then be taken by the unit members present. A two-thirds majority is required to change the present decision-making process. If a two-thirds vote is not reached the decision-making process remains the same. If a change is made, the site shall notify the Association and the District of the change.

C. DISTRICT-LEVEL PROVISIONS

1. An Agreement Waiver is any decision by a site to deviate from the Agreement. Sites shall follow Victor Elementary School District Procedures and Flowchart for Reaching Consensus (Appendix B). In order to be considered by the Agreement Waiver Council (AWC)

a. The Agreement Waiver must be submitted in writing.

b. The Agreement Waiver must note the Article and Section being waived.

c. The Agreement Waiver shall be signed by certificated staff voting in favor. Dissenting voter(s) may sign and note their concern(s).

d. All Agreement Waivers shall be submitted annually in accordance with established rules and timelines set by the AWC.

2. There shall be an established Agreement Waiver Council (AWC) with a representative from each site appointed by the Association, and two District representatives appointed by the Superintendent. The AWC shall review and act upon Agreement Waiver Requests. The AWC is responsible for establishing its own rules of operation and timelines.

a. The AWC shall select a chairperson who facilitates the meeting and a secretary who shall keep minutes of all meetings.

b. A quorum for the purpose of a meeting shall consist of a representative from the site submitting an Agreement Waiver Request and a majority of the representatives.

c. Decisions regarding Agreement Waivers shall be reached by unanimous vote of all present.

1
2AWC members.
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d. AWC meetings shall be open and held at a time convenient for