

STAFF INVOLVEMENT IN DECISIONMAKING

We believe that a school system involving the efforts of many people functions best when all personnel are informed of the organization's major activities and concerns.

There should be a continuous exchange of ideas and pertinent information within all elements of a school system. Problems and unfavorable attitudes develop when employees are denied information essential for the performance of their respective assignments and for general peace of mind; or when they feel that their ideas and concerns are not heard. Morale is enhanced when each employee is assured that his voice is willingly heard by those in positions of administrative authority.

We also believe that a pattern of decision making and problem-solving close to the task contributes to efficiency and high morale.

The Board, district administration, and school administrators shall arrange to involve the staff as major decisions are made and shall establish channels for hearing the viewpoints of individual employees and employee groups.

While each employee in this district will have the opportunity to bring his ideas or grievances to the highest authority, it is expected that he will proceed through the recognized administrative channels.

Adopted: 6/17/80

SOURCE: NSBA