

## STAFF INVOLVEMENT IN DECISION MAKING

The formulation of policy involving the curriculum, instruction and the overall school program is one of the primary responsibilities of the School Committee, and the School Committee reserves the right to make the final decision regarding such policies. The School Committee believes that the best interests of the district's students should be the principle guiding the adoption of all educational policy. The School Committee further believes that appropriate input from the professional staff is important to the decision-making process.

The Superintendent shall ensure that there is a process in place to encourage meaningful professional staff input prior to making recommendations regarding curriculum, instruction and the school program to the School Committee. The process should be conducted in a spirit of cooperation, with a clear focus on student learning as the most important function of the schools, and with the understanding that the staff is collectively responsible for student performance.

Participation in the decision-making process is accompanied with an expectation of accountability by the professional staff. All proposals for changes to the curriculum, instruction or the district's educational goals should incorporate evaluation procedures linked to student outcomes. The School Committee encourages the use of professional development activities specifically directed to improving staff research, analytical and decision-making abilities.

The Superintendent shall ensure that the administrative team has the appropriate support to lead an effective instructional program with a consistent focus on student learning and outcomes.

Legal Reference: 26 MRSA § 965

Cross Reference: BHC – Board Communications with Staff  
GCI - Professional Staff Development Opportunities  
GCOA - Supervision and Evaluation of Professional Staff

Adopted: January 23, 1989

Revised: April 3, 2023

SANFORD SCHOOL DEPARTMENT