

STAFF/COMMUNITY INVOLVEMENT IN DECISION-MAKING

Albemarle County Public Schools adheres to the belief that the ability to make decisions and effect change should be distributed throughout the organizational structure by providing necessary support, information, and resources at all levels where ~~they~~it can be used effectively. The school division's decision management model will work to support the goal of improving student success in the learning process. Each school has unique needs that can best be addressed when the individuals closest to the needs have the opportunity to share collaboratively in the exploration, creation, and assessment of innovative approaches to increase student achievement. Staff/community involvement in decision-making does not supersede critical division-wide programs such as a uniform K-12 curriculum.

In compliance with the Standards of Quality for Public Schools in Virginia, which mandate a system of two-way communication between employees and the Board, the Board encourages employees to contribute their ideas for the betterment of the school division and to participate in the decision-making process of the Albemarle County Public Schools. Nothing in this policy shall be construed to limit the authority of the Board to make final decisions on all matters of school policy, nor shall it restrict communication between the administration and other employees in administrative and supervisory matters delegated by the Board to the Superintendent and staff. ~~This policy shall not limit opportunities for informal communication nor shall it affect the integrity of the grievance procedure in those incidents to which the formal grievance procedure is applicable.~~

Adopted: July 1, 1993

Amended: November 14, 1994; December 8, 1997, May 27, 2004; December 11, 2008

Legal Ref.: Code of Virginia, 1950, as amended, -§ 22.1-253.13:7.C.1