

| NEPN/NSBA Code: GBB  
| M.S.A.D. #12 POLICY  
| STAFF INVOLVEMENT IN DECISION MAKING

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

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| 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 Board encourages the use of professional development  
| activities specifically directed to improving staff research, analytical and decision-making  
| abilities.

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| 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.

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| Legal Reference: 26 MRSA § 965  
| Cross Reference: BHC - Communications with Staff  
| GCI - Professional Staff Development Opportunities  
| GCOA - Supervision and Evaluation of Professional Staff

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| Adopted: October 08, 2002

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