



INSTRUCTION

Shared Decision Making

School Learning Teams

The following will serve as guidelines to facilitate the development of School Learning Teams:

1. Schools may choose to develop an independent organization or to adapt a presently existing structure to function as an SLT.
2. The district will be available to assist/enable any school interested in establishing an SLT.
3. SLTs will recognize and observe existing policies, collective bargaining agreements and school laws and regulations. The team chairperson is responsible for verifying that proposals are in accord with law and policy, and a building association representative will review for compliance with bargaining agreements.
4. Membership on the SLT will be determined by the bylaws of each site council, depending on the needs and particular conditions in each school. It is the intent of the board, however, to encourage site councils to assure that representation of all important constituencies are present, including the principal, classified and certificated staff, parents, students and relevant community people.
5. SLTs should set goals, develop plans and establish mechanisms for evaluating their effectiveness.
6. SLTs will assist either in the development or continuation of school improvement plans. The district agrees, within the limits of law, policy, staffing and fiscal resources, to work with the school to provide the stability and continuity necessary to execute the plan. The building plan will be developed within the limits of allocated staffing and fiscal resources. The building plan should be consistent with district goals and strategic plans.
7. SLTs should establish bylaws which assure that their membership is representative and will not discriminate on the basis of race, gender, language, income, or marital status. SLT bylaws should assure that all meetings, except those that legally could be closed if an SLT were a "governing body" under the Open Meetings Law (RCW Ch. 42.30), are open.

8. School Learning Team Accountability

Each School Learning Team shall develop evaluation instruments and procedures for the team which include the following criteria:

- what are the specific results from the student learning improvement plan and other team activities?
- is there evidence of improved student performance, improved school climate, or improved support for the school among parents, students and the community?
- has the team operated within its delegated authority by focusing on plans and strategies to improve learning?
- has the team effectively used consensus decision making?
- does the team act in the best interest of all students?
- are team decisions objectively reached?
- do the team's decisions reflect consideration of the need for consistency and compatibility among schools in the district?
- when considering its options does the team take into account general community reaction and satisfaction?

Annually each team shall assess its own performance and include its conclusions in a report to the board.