

## DECISION MAKING POLICY

### RATIONALE

1. In the collaborative school, decision-making is a shared process. Each person or group having a stake in any decision should contribute to its making. Once a decision is made, all contributing parties are expected to support the implementation of that decision.
2. Guidelines are provided for all groups involved in major decision-making.
3. To ensure that channels of information are clearly understood.
4. Everybody involved in the school's operations know who they are responsible to and what they are responsible for.
5. The responsibilities are clearly stated in Job Descriptions and role definitions.
6. To reduce the incidence of conflict which may arise.

### OBJECTIVES

1. A consultative approach to decision-making will be the normal approach in this school.
2. This does not necessarily mean that all decisions arrive at a consensus.
3. Decisions can be based on organization, governance and learning and teaching.
4. Autonomous decisions can be made within delegated authority as agreed in Job Description negotiations.
5. Decisions that may affect the total organization will primarily be made by the Principal.
6. The Board will determine the goals of the school. The implementation of these are made by the teaching staff.
7. Decisions or outcomes must be of a high quality and acceptable to those carrying them out.
8. All decisions are guided by the school's charter goals and requirements.
9. General matters of organization will be decided by the whole staff or appointed groups.
10. The Board will ensure consultation with the teaching staff in all policies concerning their conditions of service, employment and final decisions reached which are acceptable to both parties.