

Contract 101
Building Based Decision Making Model

How are decisions made in your building?

When do staff members have the ability to determine decisions that impact their work?

Does your building/work-site have a plan?

The District and the Association recognize that some decisions in the District are best made by the individuals who provide the services at the worksites. Under the leadership of the building principal or principal designee, staff, and where appropriate, parents, community members, and/or students may make identified decisions at the building level.

The use of collaborative decision making is an option available for the involvement of those directly affected by the decision.

Participation by certificated Employees shall be voluntary but available to all.

Building Decision Making Model

A building's decision making model is to be developed or reviewed annually and submitted to the Association President and the Assistant Superintendent of Human Resources by October 15.

Haven't had time to look at your plan? Don't panic
Steps to help you get started

1. Find the plan your building may already be using
2. Review the plan with your building administrator. What are the identified decisions that are currently made at the building level? Do they need to be revisited or revised?
3. Assess with staff any concerns about the current model in use as well as the great parts that your staff would like to keep.
4. Do any staff members want to help review or refine the plan at your building?
5. What type of decision style will your building use? Simple vote? Consensus? 80% majority vote? Remember, different decisions may lend themselves to a particular decision style.
6. Put a "practice" decision through your building's model. How does it work?
7. Discuss the model with staff. Provide ample opportunities for everyone who is interested to participate.
8. Use your Building Based Decision Making Model to approve of the plan.
9. Turn in completed plans to the AEA and Daman Hunter via inter-district mail.
10. Use your BBDMM all year long!

(Need more time or good examples of Building Based Decision Making Models from other work sites? Contact Elaine Hogg at the AEA office via email or phone at 253-804-6010)

