

# **HERMON-DEKALB CENTRAL SCHOOL**

**Students      Board      Staff**

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***A SHARED VISION  
FOR  
QUALITY  
SCHOOL IMPROVEMENT***

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**Parents      Community**

**...in order to change the system so that it produces the desired results, the energies of all participants must be harnessed in cooperative endeavor behind shared purposes. Given reasonable consensus on goals and objectives and on the means by which they will be pursued, all parties must agree to do their parts and to work together toward common goals. We need a new commitment by all participants to doing whatever it takes and making whatever changes are necessary to bring about the desired educational results; and we need to provide the freedom and support which make such effort possible. We need a New Compact for Learning—one which focuses on results, which promotes local initiative, and which empowers people at all levels of the system.**

**—"The Compact"**

**Approved: 1994**

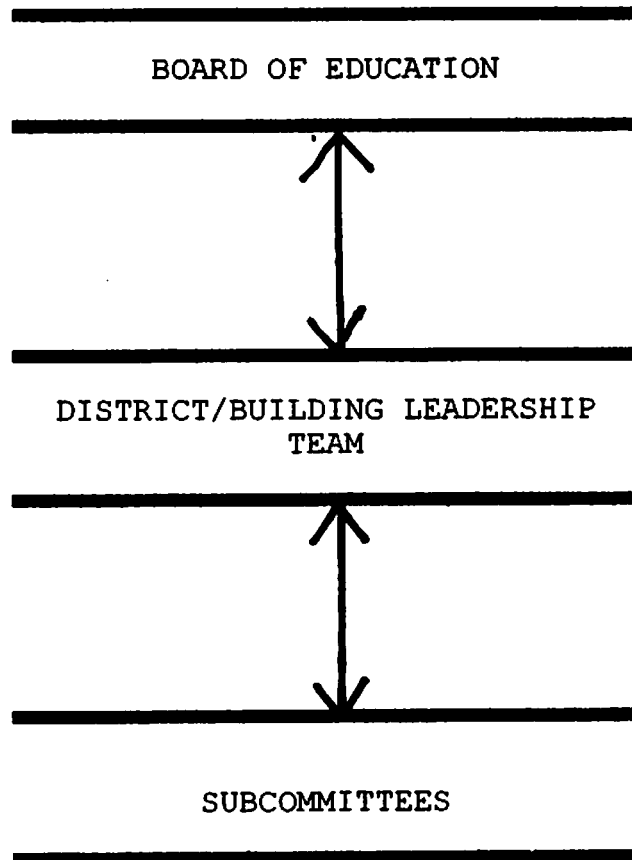
**Revised: September 1996**

**Revised: December 1999**

**Revised: April 2000**

**Revised: May 2012**

# DISTRICT/ BUILDING ORGANIZATIONAL MODEL



## **DISTRICT/BUILDING LEADERSHIP TEAM**

### **RESPONSIBILITIES/MANNER AND EXTENT OF INVOLVEMENT**

The District/Building Leadership Team may implement decisions which are not in conflict with Commissioner's Regulations, statues, board policy, or contractual agreements. The District/Building Leadership Team will:

1. Ensure enactment of the Compact for Learning.
2. Create a District Master Plan.
3. Revise the District Mission Statement as needed.
4. Facilitate the Shared Decision Making Process.
5. Create subcommittees.
6. Maintain a process to ensure timely communications between all committees and shareholder groups.
7. Develop and maintain committee operating procedures.
8. Advise and recommend to the Board of Education.
9. Oversee the process for altering the Shared Decision Making document.

### **ISSUES SUBJECT TO SHARED DECISION MAKING AT THE DISTRICT/BUILDING LEVEL**

1. Curriculum, instruction, and assessment
2. Staff development
3. Communications and community relations
4. School climate
5. Student activities
6. Health and safety (as relating to building procedures)
7. Staffing (making recommendations to the Board)

### **MEMBERSHIP AND METHOD OF SELECTION**

- 1 Superintendent
- 1 Building Principal
- 1 Parents Selected by the PTO
- 1 Teachers Selected by HDTA
- 1 Students from Grades 9-12 Selected by Student Council
- 1 Support Staff Selected by CSEA and Other Non-Bargaining Support Staff
- 1 Chosen by the Committee as a Whole by Interest and Application

## **TERMS OF OFFICE**

**Each individual group will appoint as needed.**

### **EDUCATIONAL ISSUES AND PRIORITIES SHALL BE DETERMINED BY:**

1. The Compact for Learning
2. State initiatives and time lines
3. Student, Staff, Parents, and Community Surveys
4. Current educational research
5. Demands of the job market and society
6. Local needs
7. Assessment data

Issues and priorities shall be translated into a long-term school improvement plan at the district/building level. The School Improvement Plan shall be reviewed and approved by the Board of Education.

### **RESPONSIBILITIES/MANNER AND EXTENT OF INVOLVEMENT**

The District/Building Team shall select chairpersons and recorders, establish agendas and time lines, and keep minutes and records of all meetings and activities.

### **THE MEANS AND STANDARDS BY WHICH THE PARTIES WILL EVALUATE IMPROVEMENT IN STUDENT ACHIEVEMENT**

Present state and local standards and evaluation procedures will be used until a plan is implemented that will:

1. Maintain district/building mission statements and a vision for a learning centered curriculum.
2. Define what every student should know and be able to do as a result of his/her education.
3. Identify essential skills that support what students must know and be able to do.
4. Align curriculum, instruction, and assessment.
5. Create assessment modes that provide a variety of ways for students to demonstrate what they know and can do, that are measures of actual performance, that use criteria that are understood by all shareholders and that encourage growth and inquiry.

**MEANS BY WHICH ALL PARTIES WILL BE HELD ACCOUNTABLE FOR DECISIONS WHICH THEY SHARE IN MAKING**

Members should attend team meetings, work sessions, and presentations following ground rules established by the team. They will represent their appropriate constituencies and be accountable to them. They will act in good faith to support the Shared Decision Making process.

**THE MANNER IN WHICH ALL STATE AND FEDERAL REQUIREMENTS FOR THE INVOLVEMENT OF PARENTS IN PLANNING AND DECISION MAKING WILL BE COORDINATED WITH AND MET BY THE OVERALL PLAN**

The district commits itself to following the appropriate federal and state regulations for the involvement of parents in mandated programs to enhance efficiency, equity, and to maximize participation. The district leadership will annually assess this requirement.

**PROCESS BY WHICH EDUCATIONAL ISSUES WILL BE DECIDED IF CONSENSUS CANNOT BE REACHED**

If consensus cannot be reached on an issue, the team may agree by consensus on an alternate process for resolving that issue. Alternate methods may include:

1. Agreeing to gather more information
2. Empowering another group to reach a decision
3. Requesting outside mediation or facilitation
4. Agreeing on a voting process for resolution of the issue

**PROCESS FOR ALTERING THIS DOCUMENT**

1. Any shareholder may present in writing to the District/Building Leadership Team, a recommendation for change in this document.
2. The District/Building Leadership Team will review the recommendation and seek response from all levels.
3. The District/Building Leadership Team will decide by consensus if the document should be changed.
4. Changes in this document will become effective upon approval of the Board of Education.