

BRIARCREST SCHOOL DECISION MAKING GUIDELINES

- Use the decision-making matrix next year to see how it works. The following guidelines can be used to help determine when to use consensus:

REALITY FILTERS

1. Does the staff have the authority to make the decision?
2. Do the members possess the communication skills to conduct a respectful group discussion?
3. Are the members of this group willing to acquire the information necessary to make an informed decision?
4. Are the members of the group willing to spend the time necessary to reach a consensus decision?

IMPACT FILTERS

1. Does the decision impact 75% of the Certificated Staff?
2. Is it a priority related to district and/or school goals?

Recommended examples of consensus decisions:

- School Goals
- Discipline Policy
- High Impact / Inclusion
- Supplementary Adoption Funds
- Building allocation from State funds (I-728)
- Building-wide instructional model

CONSENSUS REQUIREMENT

Advisory Council recommends consensus is 80% of current certificated staff

CONSENSUS DEFINITION

Consensus is a decision that has been reached when at least 80% of the current certificated staff agree on a clear option and those who oppose it have had an opportunity to contribute to the discussion and have had their concerns / opinions heard by the group.

All building staff agree to support the decision of the group.

OTHER DECISION MODELS

Supermajority = 75% of current staff

Majority – over 51%

Other recommendations: Rotating facilitators for staff meetings, building trust by going with another person when conflict needs to be addressed.