

## APPENDIX H

### Shared Decision Making

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5 A. Unit members may apply for available grade level, teacher council representative,  
6 department head, or Pathway lead teacher positions at their school site. Openings and  
7 the requirements of the positions will be posted by the site administrator on the  
8 designated staff bulletin board and emailed to all school faculty. To qualify for  
9 consideration, applicants must have received at least an effective rating in their most  
10 recent evaluation and meet the job description requirements.

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12 The site administrator will identify the three top qualified candidates for each posted  
13 position based on the posting requirements. Thereafter, an election will be conducted  
14 at the site by unit members to determine which candidate will be selected. Selection  
15 will be based on a majority vote by affected bargaining unit members for a two-year  
16 term. In the case of co-pathway leads or co-department chairs, the two co-candidates  
17 must run together as a team and represent one candidate position on the ballot. The  
18 stipend shall be split for co-department chairs and co-pathway leads.

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20 In the event that a teacher serving in one of these leadership positions is not meeting  
21 the leadership job requirements, administration will meet with the leader in a timely  
22 manner to address areas of growth. Areas of growth must be identified in objectives  
23 terms such as missing required meetings, failure to hold department/pathway/grade  
24 level meetings, or failure to respond to administrator or teacher email. A plan will be  
25 developed to ensure improvement. A follow-up meeting shall occur to evaluate growth.  
26 If improvement has still not occurred, the leader will be notified that he/she is ineligible  
27 to run for a leadership position in the coming school year.

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29 B. A joint Shared Decision Making Committee (SDMC) will be established during the  
30 2013-2014 school year to collect evidence of current practices of site decision making  
31 and leadership teams from all school sites, and other external practices, to develop  
32 recommendations for the establishment of a best practice prototype. The prototype  
33 would be flexible enough to comport with current models that are working successfully  
34 but have different approaches in implementation. The Committee will be comprised  
35 of five (5) TALB-appointed members and five (5) District-appointed members. The  
36 recommendation of the Committee shall be submitted to the District and TALB on or  
37 before March 28, 2014.

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39 C. A joint District-TALB Common Core Committee will collaborate on District and  
40 school-site issues relating to the implementation of the Common Core State Standards  
41 (CCSS), including providing recommendations on the expenditure of CCSS  
42 Implementation Funds, consistent with the District-adopted general plan for CCSS  
43 implementation.

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45 The committee will include six (6) TALB-appointed members and six (6) District-  
46 appointed members. Meetings will occur as needed during the workday unless

1 otherwise determined by the committee. Each party will appoint one member to jointly  
2 work on creating the agenda for committee meetings.

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4 CCSS Implementation Fund spending decisions at the school site level will be made  
5 by the site administrator in collaboration with an existing site leadership team and an  
6 elected TALB site representative.

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