

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
7 and 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
26 growth. If improvement has still not occurred, the leader will be notified that he/she
27 is ineligible 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 meet twice a year in the
30 Fall and Spring semesters to collect evidence of current practices of site decision
31 making and leadership teams from all school sites, and other external practices, to
32 develop and review recommendations for the modification of best practices. The
33 advisement will be flexible enough to comport with current models that are working
34 successfully. The Committee will be comprised of five (5) TALB-appointed
35 members and five (5) District-appointed members. The recommendation of the
36 Committee will be implemented no earlier than the subsequent school year.
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