



Responsible Offices: Office of School Leadership

BOARD POLICY 6000

SHARED DECISION-MAKING

PURPOSE

The Board of Trustees (“Board”) believes that the most effective decisions are made through shared decision-making. Shared decision-making is a collaborative process in which people affected by a decision may have the opportunity to participate in the process by providing input. In the Washoe County School District (“District”), this serves to enhance student achievement through improvement of the instructional program and delivery of support services, as well as the efficient management of the District’s operational systems. Through this policy and associated documents, the opportunity to collaborate in solving problems, define a course of action and shape the direction for individual schools is provided to all members of the school community.

POLICY

1. Guiding Principles

- a. The District seeks to establish and maintain an atmosphere of shared decision-making between the Board, the Superintendent, the Superintendent’s Leadership Team, administrators, faculty, staff, and the community.
- b. Through this philosophy, the District seeks to: improve transparency; increase the quality of decisions; strengthen staff morale, commitment and teamwork; build trust between administration, staff, students, and the community; increase school effectiveness; and strengthen equity and equitable practices throughout the District.
- c. The ultimate goal of shared decision-making is to affect a positive impact on the quality of education for all students.
- d. Through shared decision making, the Board:
 - i. Recognizes the expertise and competence of administrators, faculty and staff who work in individual schools;
 - ii. Provides faculty, staff, students, and parents/guardians increased input into decisions;
 - iii. Helps to provide better services and programs to students;
 - iv. Increases the quantity and quality of communication; and

- v. Improves equitable access to programs and services provided by the District.

2. Guiding Practices

- a. Efforts reflected through the shared decision-making process shall include, but not be limited to:
 - i. Collaboration with District administration, school administration and other staff, and the community;
 - ii. Coordination with the District's Strategic Plan, to include the vision, mission and core beliefs of the Board of Trustees;
 - iii. Application of effective research efforts;
 - iv. Compliance with Board policy, state and federal laws and regulations, the approved curriculum, and existing contracts and agreements; and
 - v. Communication of decisions and the decision-making process to promote staff understanding and acceptance of the decision;
- b. Shared decision-making may not be appropriate when decisions are delegated by law or policy to the Board of Trustees, Superintendent, or school principals. However, the District shall encourage input from affected parties to the extent possible.
- c. The Board, Superintendent, principals, and other staff are encouraged to utilize advisory committees, groups, and/or task forces comprised of staff, students, parents/guardians, and other members of the community to engage diverse viewpoints, access expertise in particular fields of interest, and improve their understanding of the needs of students, their families, and the community.
- d. The Superintendent may adopt regulations to establish:
 - i. Clear lines of communication, both vertically and horizontally, necessary for the efficient conduct of District/school business. This includes communication within an individual school community between staff, students and their families.
 - ii. Procedures which ensure that curriculum adoption, development, evaluation, and other matters impacting the classroom/school environment includes input from administrators, faculty and staff, students, and parents/guardians as is appropriate.

DESIRED OUTCOMES

1. Through this policy and the process of shared decision-making:
 - a. Schools are provided opportunities to explore ways to restructure delivery of instruction and services to better meet the needs of students within the confines of available resources, including financial resources;
 - b. School effectiveness and student learning are improved by increasing staff commitment and ensuring that schools are more responsive to the needs of their students and the community; and,
 - c. The input, expertise, and voice of staff is a respected part of the decision-making process.

IMPLEMENTATION GUIDELINES & ASSOCIATED DOCUMENTS

1. This policy reflects the goals of the District's Strategic Plan and aligns/ complies with the governing documents of the District, to include:
 - a. Administrative Regulation 6000, Shared Decision-Making
 - b. Board Policy 1160, Communications, Community Relations, and Public Engagement
 - c. Board Policy 5310, Student Voice
 - d. Board Policy 9100, Board Committees
 - e. Board Policy 9050, Board of Trustees' Governing Mission
 - f. Board Policy 9085, Delegation to the Superintendent
2. This policy aligns with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC), to include:
 - a. Chapter 388G, Alternative School Management, and specifically:
 - i. NRS 388G.300 – 388G.320, Programs of School-Based Decision Making for Public Schools Within District

REVIEW AND REPORTING

1. This document shall be reviewed as part of the bi-annual review and reporting process, following each regular session of the Nevada Legislature. The Board shall receive notification of any required changes to the policy.
2. Administrative regulations, and/or associated documents, will be developed as necessary to implement this policy. The Board shall receive notification of the adoption and/or revision of any implementing administrative regulations.

REVISION HISTORY

Date	Revision	Modification
9/28/1993	1.0	Adopted
4/9/2019	2.0	Revised