

PROPOSED REVISED POLICY

Campus Improvement Team

~~AIN COMPLIANCE WITH LAW, EACH CAMPUS SHALL ESTABLISH A~~ campus improvement team (CIT) ~~shall be established on each campus to assist the principal. The team shall meet for the purpose of implementing~~ **THAT EFFECTIVE** planning processes and site-based decision-making ~~in accordance with Board policy~~ **OCCUR TO DIRECT** and administrative procedures **SUPPORT THE IMPROVEMENT OF STUDENT PERFORMANCE FOR ALL STUDENTS. THE TEAMS SHALL ASSIST THE PRINCIPAL, AS THE BOARD'S DESIGNEE, IN ESTABLISHING AND REVIEWING THE GOALS, PERFORMANCE OBJECTIVES, AND MAJOR CLASSROOM INSTRUCTIONAL PROGRAMS OF EACH CAMPUS.**

~~The~~ **EACH TEAM SHALL ASSIST WITH THE DEVELOPMENT, EVALUATION, AND REVISION OF THE RESPECTIVE CAMPUS IMPROVEMENT PLAN AND SHALL APPROVE CAMPUS STAFF DEVELOPMENT NEEDS IDENTIFIED IN THE CAMPUS IMPROVEMENT PLAN [SEE BQ AND DMA].**

~~A~~ facilitator shall be elected by the ~~CIT~~ **TEAM**. The facilitator shall receive training in facilitating meetings. The principal shall retain a leadership role by enhancing, contributing to, and guiding the work of the CIT. ~~The team shall serve exclusively in an advisory role except that each campus team shall approve staff development of a campus nature.~~

Campus Performance Objectives

~~Each principal shall be responsible for the development of campus performance objectives. These objectives shall be formulated annually in accordance with a schedule established by the District, shall support the District's educational goals and objectives, and shall be specific to the academic achievement of students served by the campus. The Board shall review and approve campus performance objectives.~~

Waivers

~~The principal shall be responsible for ensuring that no campus initiated decision violates rule, law, or policy, unless the campus has obtained a waiver. [See BQB(LEGAL) and BF]~~

~~Except as prohibited by law [see BF], a campus may apply to the Board for a waiver of a local policy. An application for a waiver must state the achievement objectives of the campus and the reasons for requesting the waiver.~~

MEETINGS

THE PRINCIPAL AND FACILITATOR SHALL BE RESPONSIBLE FOR THE AGENDA AND SHALL SCHEDULE AT LEAST TWO

**MEETINGS PER YEAR, INCLUDING THE PUBLIC MEETING
REQUIRED BY LAW.**

Communications

~~The~~**EACH** principal or designee shall ensure that the campus ~~im-~~
~~provement-~~**LEVEL** team obtains **ESTABLISHES COMMUNICA-**
TION STRATEGIES TO PERIODICALLY OBTAIN broad-based
community, parent, and staff input and ~~provides~~**PROVIDE** infor-
mation to those persons ~~on a systematic basis. Methods of com-~~
~~munication may include, but are not limited to, periodic reports on-~~
REGARDING the work **RECOMMENDATIONS** of the team that
~~may be posted on campus bulletin boards or the campus website.~~

Composition

The team shall be composed of members who shall represent ~~District-~~
~~and~~ campus-based professional staff, **DISTRICT-LEVEL**
PROFESSIONAL STAFF, parents, businesses, the community,
and noncertified/classified staff. ~~At least two-thirds of the District~~
~~and campus professional staff representatives shall be classroom~~
~~teachers. The remaining~~**WHEN PRACTICABLE**, professional em-
ployee representatives shall be professional nonteaching ~~District-~~
~~and campus-level~~ staff **REPRESENTATION SHALL INCLUDE A**
REPRESENTATIVE WITH THE PRIMARY RESPONSIBILITY
FOR EDUCATING STUDENTS WITH DISABILITIES. For pur-
poses of this policy, District-level professional staff shall be defined
as professionals who have responsibilities at more than one cam-
pus, including, but not limited to, central office staff.

~~Classroom~~
~~Teachers~~

~~Classroom teachers shall be nominated and elected by classroom~~
~~teachers assigned to that campus.~~

~~Campus-Based~~
~~Nonteaching~~
~~Professionals~~

~~Campus-based nonteaching professionals shall be nominated and~~
~~elected by nonteaching professionals assigned to that campus.~~

~~District-Level~~
~~Professionals~~

~~District-level professionals shall be nominated and elected by the~~
~~principal assigned to that campus.~~

~~A District-level professional shall not serve on more than two CITs.~~

~~Campus-Based~~
~~Noncertified Staff~~

~~One representative from the campus's classified, custodial,~~
~~paraprofessional, or food service personnel shall be nominated~~
~~and elected by employees in these categories assigned to that~~
~~campus.~~

SELECTED
REPRESENTATIV
ES

PARENT, COMMUNITY MEMBER, AND BUSINESS REPRE-
SENTATIVES SHALL BE SELECTED IN ACCORDANCE WITH
THIS POLICY AND ADMINISTRATIVE REGULATIONS.

Parents

The team shall include at least two parents of students currently
enrolled at the campus, ~~selected in accordance with administrative~~
~~procedures.~~ The principal shall, through various channels, inform

all parents of campus students about the team's duties and composition and shall solicit volunteers. The principal, in consultation with the CIT, shall select the parent representatives. ~~[See BQB(LEGAL)]~~

*Community
Members*

The team shall include at least two community members selected by a process that provides for adequate representation of the community's diversity, ~~in accordance with administrative procedures.~~ The principal shall use several methods of communication to ensure that community residents are informed of the team and are provided the opportunity to participate and shall solicit volunteers. Community representatives must reside in the District. The principal, in consultation with the CIT, shall select the community member representatives.

*Business
Representatives*

The team shall include at least two business representatives selected by a process that provides for adequate representation of the community's diversity, ~~in accordance with administrative procedures.~~ The principal shall use several methods of communication to ensure that area businesses are informed of the team and are provided the opportunity to participate and shall solicit volunteers. Business representatives need not reside in nor operate businesses in the District. The principal, in consultation with the CIT, shall select the business representatives.

**PROFESSIONAL
STAFF Elections**

PROFESSIONAL STAFF REPRESENTATIVES SHALL BE NOMINATED AND ELECTED IN ACCORDANCE WITH THIS POLICY AND ADMINISTRATIVE REGULATIONS.

CLASSROOM TEACHER REPRESENTATIVES SHALL COMPRISE AT LEAST TWO-THIRDS OF THE PROFESSIONAL STAFF REPRESENTATION ON THE TEAM AND SHALL BE NOMINATED AND ELECTED BY CLASSROOM TEACHERS ASSIGNED TO THE CAMPUS.

AT LEAST ONE CAMPUS-BASED NONTEACHING PROFESSIONAL REPRESENTATIVE SHALL BE NOMINATED AND ELECTED BY NONTEACHING PROFESSIONAL STAFF ASSIGNED TO THE CAMPUS.

AT LEAST ONE DISTRICT-LEVEL PROFESSIONAL REPRESENTATIVE SHALL BE NOMINATED AND ELECTED BY THE PRINCIPAL ASSIGNED TO THE CAMPUS.

An employee's affiliation or lack of affiliation with any organization or association shall not be a factor in either the nomination or election of the employee to the team. [See DGA]

~~Nominated employees shall give their~~ **A NOMINEE MUST** consent ~~to serve~~ **BEFORE THE PERSON'S NAME MAY APPEAR** on the

BALLOT. ELECTION OF THE ~~team before they are eligible for election.~~

~~Elections shall be held during the sixth week of the school year. A special meeting shall be called~~ **AT A TIME DETERMINED** ~~by the principal to conduct the election. The elections shall be conducted by secret ballot. The Board expects full participation of staff in the CIT elections~~ **OR ITS DESIGNEE.**

Terms

~~Representatives~~ **ALL REPRESENTATIVES** ~~shall serve staggered two-year terms and shall not be limited as to the number of~~ **TWO** ~~consecutive terms they may serve on the team. Each principal shall determine the date on which the newly elected representatives at his or her campus assume office, provided that the date is within 20 business days prior to January 1. The terms of elected representatives shall continue until their successors take office~~ **COUNCIL.**

Vacancy

A vacancy during a term shall be filled for the remainder of the term by election or selection as appropriate for the category. ~~The CIT shall meet regularly during the school year. At the first CIT meeting of each year, meeting dates for the coming year shall be determined and shall be published by the end of the first month. Special meetings may be called by the principal or facilitator with a minimum 24-hour notification to all members. The principal or designee must be present at all meetings. The agenda shall be set for each regular meeting and shall be published and posted two school days before the meeting. Community, business, and parent members shall also be notified two days prior to the meeting.~~

~~All meetings shall be held outside the regular school day.~~