



5.20.052-AD Teacher Assignment To Selected Schools (Parental Involvement)

- (1) Parent involvement in the selection of teachers includes:
 - (a) New hires;
 - (b) Temporary hires;
 - (c) Probationary; or
 - (d) Voluntary transfers including tenured teachers);but excludes:
 - (e) Mandatory transfers of tenured teachers; or
 - (f) Itinerant teachers, regardless of employment status.
- (2) Affected categories involve classroom teachers assigned to regular teaching positions in primary, middle or PK-8 schools who are:
 - (a) Employed in target schools identified in the Comprehensive Desegregation Plan; or
 - (b) Any other primary, middle, elementary or secondary school, which participates in the indicated process.
- (3) Parent involvement in the selection of teachers shall be subject to the following procedures:
 - (a) The local school citizen advisory committee, in consultation with other parent and citizen groups, as deemed appropriate, shall be invited to prepare and review annually criteria for the selection of teachers to fill specified positions in that school; these criteria shall not be construed as exhaustive in nature and may be modified by other citizen input; the criteria shall include various student needs and instructional methods as represented to the committee by the principal; these criteria shall be maintained by the local school advisory committee chair, principal and the building representative;
 - (b) The criteria actually utilized, related discussion, and advice given shall be consistent with published policies and regulations of the district (including, but not limited to, those affecting confidentiality and contractual agreements) pertaining to teacher assignments to schools;

- (c) The principal, at a meeting, which has been widely publicized, shall inform parents regarding Board policy and committee procedures. He shall conduct an election of three to five committee members, depending upon the size of the school. The number of participants in the election, the election results and other relevant information shall be reported to the area superintendent, faculty and community;
- (d) Committee members shall serve one-year terms but shall be eligible for election, not to exceed two consecutive terms;
- (e) Committee meetings shall be convened and conducted by the principal; the principal shall have authority in these meetings to assure that all applicable policies, regulations and administrative directives regarding the selection participation process are followed;
- (f) Committee members shall receive special training to assist them in responsibly carrying out their advisory roles; such training should be adequate to guarantee a reasonable degree of standardization among all schools; the Personnel Department shall conduct these sessions at convenient times and places; topics covered will include, but shall not be limited to, contract provisions and federal/state laws regulating equal employment opportunities; the training shall also stress the professional role of the principal and his/her need to make professional decisions based, in part, on confidential information;
- (g) Recommendations of parents regarding a teacher candidate shall be strictly advisory in nature; shall be construed as only one factor to be considered in the selection procedure; shall give the group's general impression of the teacher, but shall not be binding upon the final decision of the principal, area and/or district administrators;
- (h) Contractual/Legal obligations regarding regularly employed teachers or those with reemployment rights shall be observed;
- (i) All target schools defined in the Comprehensive Desegregation Plan shall be affected by this regulation;
- (j) All other district PK-8 schools shall be encouraged to implement this regulation, but it shall be permissive in each instance upon the request of the local school citizen advisory committee in consultation with the building principal;
- (k) High schools may implement the "parent involvement in staff selection regulation" upon the request of the respective local school citizen advisory committee in consultation with the building principal.

(4) Miscellaneous considerations.

- (a) Emergencies. This regulation shall be subject to suspension in response to emergency situations. In such instances, the principal shall explain the nature of the emergency to the parent interview committee.
- (b) Timeline. This Regulation shall become effective January 1, 1981;
- (c) Review. This regulation and its related Policy shall be subject to a continuing review process. Relevant data for the purpose of comparing, evaluating and improving parent participation practices.

Policy Implemented:

History: Adpt. 11/80