

## **STAFF INVOLVEMENT IN DECISION-MAKING**

In the development of regulations and arrangements for the operation of the school system, the Superintendent shall include at the planning stage, whenever feasible and/or appropriate, those employees who will be affected by such provisions.

The Superintendent or designee shall collaborate with professional and support staff employees, when feasible and/or appropriate, for communication of ideas and positions regarding the operation of the schools and workplace. The Superintendent should also provide feedback given by employees or their representatives especially that given by groups designated to represent large segments of the staff, and shall inform the Colorado Springs School District 11 Board of Education (the Board) of the feedback in presenting reports of administrative action and recommendations for Board action.

Adopted September 1972  
Revised June 1988  
Revised June 13, 2012  
Reviewed October 26, 2016  
Reviewed December 11, 2019