



## CFD - SITE-BASED SCHOOL MANAGEMENT

Poudre School District affirms the practice of site-based management at each of its schools, consistent with the terms of this policy and the governance hierarchy specified in District Policy CA. Under this practice, principals shall have the authority to make decisions and take action at their schools in accordance with the following terms and conditions:

1. Site-based school decisions and actions shall comply with governing law; Board of Education policies; and District policies, regulations and administrative guidelines & procedures. Principals and other school-based personnel may make hiring recommendations, but shall have no authority to hire employees.
2. Site-based school decisions and actions shall comply with oral and written directives issued by the superintendent and cabinet-level administrators.
3. Site-based school decisions and actions shall comply with District contracts (including but not limited to employee agreements) and District budgetary restrictions.
4. As required by law and District policy, each school in the District shall establish a School Accountability Committee ("SAC") that includes the principal or principal's designee. The SAC shall provide advice, input, consultation and recommendations to the Board, superintendent, principal and District Accountability Committee as specified in law and District policy.
5. Subject to the terms and conditions in paragraphs 1 through 4 above, principals shall determine whether stakeholder input is necessary or appropriate based on the circumstances of each site-based decision/action at their schools and if so, to what extent. Stakeholders whose input may be necessary or appropriate include but are not limited to administrators, licensed and classified staff, students, parents and/or members of the community. Stakeholder input on site-based school decisions and actions is not intended to supplant the leadership duties and responsibilities of the principal as school site leader, which duties and responsibilities are specified in the principal's job description and in directives that may be given from time to time by the superintendent and cabinet-level administrators.

The principal shall be accountable for both the implementation and results of his or her site-based school decisions and actions. This includes the school site's compliance with governing law; Board of Education policies; District policies, regulations and administrative guidelines & procedures; oral and written directives issued by the

superintendent and cabinet-level administrators; District contracts (including but not limited to employee agreements); and District budgetary restrictions.

If a site wishes to request a variance from District policies; regulations, administrative guidelines or procedures; oral or written directives issued by the superintendent or cabinet-level administrators; District contracts; or District budgetary restrictions, the principal must present a written request to his or her supervisor that describes the requested variance and the reason(s) for the request. Using his/her discretion, the principal's supervisor shall determine if the variance request should be presented to the superintendent's cabinet. If the variance request is not so presented, it shall be deemed to be denied. If the variance request is so presented, the cabinet will evaluate it and the superintendent will then take action on the request.

Adopted by Board: April 1994

Revised by Board: September 22, 1997

Revised by Superintendent: January 22, 2007

Revised by Superintendent: January 14, 2013

CROSS REFS:

CA, District Governance