

1. The Anaheim Union High School District recognizes the value and collective expertise that management members can provide regarding the general functioning of the district. The district also recognizes the following:
  - 1.1 Healthy district functioning is effected by the development of policies and decisions to which management members have contributed.
  - 1.2 Good working relations between all elements of management are enhanced when individuals understand and identify with the policies and decisions made.
  - 1.3 Arbitrary determination of policies or decisions without management advisement could have an adverse effect upon the "management team concept" of shared responsibility.
2. General Provisions
  - 2.1 A spirit of democratic participatory management shall be the atmosphere engendered by the district in relationship to members of management.
  - 2.2 The district will strive to provide opportunities for all members of management to offer advisement regarding policies and decisions which have to do with the functioning of the district as a whole.
  - 2.3 The district will demonstrate effort to ensure that all individual subgroups within management shares a meaningful opportunity for advisement regarding any policies and decisions which have to do specifically with that group's areas of supervision or job functioning.
  - 2.4 Members of management shall recognize the integral element of responsibility regarding this policy. This shall be interpreted to mean that members will make meaningful effort to exercise advisement regarding district policies and decisions when requested by the Board of Trustees or superintendent. Such advisement will be conducted in a manner which reflects appropriate professional judgment.
  - 2.5 "Policies and decisions" as noted above shall be broadly construed to include any area of administrative functioning which in some way affects management of the district as a whole, management of local schools, supervision of specific programs, and supervision of management, teaching, support, support and classified personnel. 2.6 Nothing in this policy shall limit the district from making necessary decisions or taking specific action to ensure the orderly and continuous operation of the schools in those situations where an emergency exists. In those cases,

just cause shall be announced for circumventing management advisement.

### 3. Specific Provisions

3.1 The superintendent will make a meaningful effort to secure management advisement in all of the following areas:

- 3.1.1 curriculum development
- 3.1.2 needs and welfare of pupils
- 3.1.3 budget development
- 3.1.4 personnel development
- 3.1.5 negotiating policy
- 3.1.6 public relations
- 3.1.7 professional staff development
- 3.1.8 operation of school facilities
- 3.1.9 formulation of district goals and objectives
- 3.1.10 evaluation process

3.2 The superintendent will ensure that at least the following elements for securing responsible management advisement are continued:

- 3.2.1 direct access to the superintendent
- 3.2.2 direct access to the Board of Trustees as a district management employee (such access will demonstrate sound and appropriate professional judgment by the management team member)
- 3.2.3 principals' meeting
- 3.2.4 assistant principals' meeting
- 3.2.5 ad hoc committee format

Board of Trustees

April 9, 1981

Reviewed: July 12, 1990

Reviewed: September 1993

Reviewed: July 2009

S