



**Boulder Valley School District**  
**File: CFD**  
**Adopted: February 11, 2003**  
**Revised:**

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## **Leadership/Decision-Making Philosophy**

The Boulder Valley School District is charged with educating students to meet educational standards and with the responsible management of public resources in meeting that goal. The strategic plan and vision of the New Century Graduate guide the district's efforts and state law and school board policy govern its operation.

The Boulder Valley School District is an integrated system in which each of its classrooms, schools and departments is aligned with district goals and policies. Students and their achievement are central to all of our work. The school district interacts, works and measures itself based upon the success of our learners.

### **COLLABORATIVE DECISION-MAKING**

Decision making within the Boulder Valley School District emphasizes the involvement of all of its stakeholders. Collaboration and participation of staff and community is encouraged at all levels of the organization. Standing and ad hoc committees, advisory councils, surveys, and public meetings are techniques used by the district to engage individuals in the decision-making process.

### **CENTRAL BASED AND SITE BASED DECISION-MAKING**

The Boulder Valley School District strives to maintain a balance between decisions reached centrally and those reached at the school or district department level. Our core philosophy is that all decisions, district level or school level, should be based upon the district's strategic priorities and vision for the New Century Graduate.

Central based decisions are those that impact the entire district. Some examples are development of district policies, vision, strategic planning, curriculum, budget, hiring of administrative personnel, and accreditation of district schools. In all instances, collaborative processes are used to arrive at these decisions but ultimately the Board of Education and/or the superintendent make the final decision within the parameters of Board policy, state and federal statutes.

Site based decisions are those that impact the entire school or district department. Some examples are the development of school or department annual plans based on local needs, allocation of FTE's, hiring of teachers and other site personnel, instructional delivery, curriculum enrichment, and fundraising activities. In all instances, collaborative processes are used to arrive at these decisions but ultimately the school principal or department head make the final decision within the parameters of Board policy, state and federal statutes.

#### CONTINUOUS IMPROVEMENT

Decision making in the Boulder Valley School District follows a continuous improvement model. The district annually assesses achievement of its strategic initiatives. Each school and department in the district develop/modify annual plans, implement those plans, and evaluate the results. The cycle is repeated annually with the expectation that improvement will be achieved in all units of the organization.

#### SERVICE ORIENTATION

Each of our schools and departments are expected to have a strong client focus. The student, parent, community member, colleague and co-worker should be treated with a spirit of caring and cooperation. While high performance expectations are held, the emphasis will be placed on fairness and equity. Respect, integrity, tolerance, and honesty are values which govern our relationships.

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