Details of Articles

The details listed below are essentially best practices pertaining to the specifics for implementation of the Articles for Effective School Governance.

**Article 1: Adoption of Reforms, New Policies & Practices**

No school-wide educational reform, may be implemented unless the principal and two thirds or more of the teachers present to vote approve the change.

Details:

1. An educational reform is defined as one that affects pedagogy, curriculum, definition of courses, or assignment of teachers to students. If there is a dispute over this definition it will be resolved by the local school council (see Article VII). An actor, for example may claim a policy is not related to instruction.

2. **Balloting:** Voting should be conducted using a secret ballot. Ideally voting would take place during staff meetings or at another time when the staff are together to avoid an extra scheduling burden. In addition, a quorum of two-third (2/3) of the staff is required to call a vote.

3. **Petition** must include a description of:
   – the policies and practices to be changed
   – the personnel involved,
   – timeline and criteria for evaluation (changes in standardized test scores, turnover of students or teachers, graduation rates, measures of school climate, or other agreed upon criteria).

4. A **teacher** is defined as any person with at least 10% FTE instructional assignment in a school. A teacher with appointments across multiple schools must vote in the school in which he/she has the highest % appointment.
**Article 2: Community Expectations**

The effects of any change in practices or policies on student achievement should not be evaluated in terms of standardized test scores for three years after the initial vote to adopt the change.

**Details:**

1. **Test scores** used are those adopted by the district or state (official). The tests must be equated and across years.

2. **Timetable for policy evaluation/review.** The three-year timetable for reform implementation initiates at the beginning of the school year.
   - The 3-year timetable for any reform that is voted on after August 15 – or another date of the committee’s choosing at least two weeks from the beginning of the school year – will be initiated the following academic year.
   - If programs are enacted mid-year they can be considered as pilot programs that do not count towards the three year period.
   - During the 3-year period minor modifications are to be expected and do not re-start the timetable – however, any major changes to reforms would need to be voted on and a new 3-year timetable initiated.
   - The local school council should oversee this timetable.

**Article 3: Local School Council**

The school shall have a local school council that has partial responsibility for governance. The council is to be composed of at least 50% of community members who are parents or guardians of students in the school. The council can vote to replace a principal by a vote of two thirds or more.

**Details:**

1. **Composition of Council**
   - Size: 10-15 people
   - Initially 50% chosen by district, 50% taken from a pool of parents/guardians
   - Schools should reach out to employers to support participation

2. **No proxy voting** – we seek deliberation

3. **Meet minimum of twice a year**

4. **Meetings should follow Robert’s Rules of Order**

5. **Alternative:** Council may also be considered a body of the district school board, with a 50% core membership common across all schools and 50% specific to each school.

For example, see [http://www.glenview34.org/aboutUs/constitution/2012_16_CONSTITUTION.pdf](http://www.glenview34.org/aboutUs/constitution/2012_16_CONSTITUTION.pdf)
Article 4: Evaluation of Principal Triggered by Teachers

A principal can be evaluated for replacement if more than 20% of the teachers in the school (or 80% of the teachers in a given high school department) request transfer or leave in a given year (excluding planned retirements) or if 50% or more of the teachers sign a collective grievance requesting the principal's removal.

Details:

1) %'s can be negotiated. May depend on current rate of turnover.
2) A transfer must be a voluntary transfer to leave the building. Intra-district transfers count as transfers because they impact the social processes of the particular school.
   a. All voluntary transfers count toward the %, regardless of the stated reasons, although the stated reasons can be accounted for in evaluation of the principal.
3) The organizer of petition should be anonymous.
4) Petition is signed anonymously (possibly on-line, read only)
5) For teachers who put in for leave, they can withdraw the request if the council removes the principal.
6) Results go to local school council members.
7) School council makes a decision/recommendation
8) Alternative: probation
   a. While on probation, a principal cannot access article IV
   b. Probation can be basis for dismissal by district
   c. There must be a written basis for the decision based on criteria in contract.
   d. The district can reinstate article 5 after a given amount of time (1-2 years, to be negotiated)
9) Principal has high level of autonomy to hire teachers who replace the 5%
   a. Principal generates advertisement
   b. Local school council has some vote on replacement
   c. School/principal generate pool, district has to approve the pool.
Article 5: Removal of Teachers

A principal may remove not more than 5% of the teachers in a given year without union opposition. In particular, the union will not support any legal action on behalf of the 5% of teachers designated by the principal for removal.

* 

1) Principal must justify the basis of the decision in writing.
   a. Acceptable criteria include ineffective teaching or neglect of duty and any other criteria included in existing union agreements.
2) A teacher is defined as any person with at least 10% FTE instructional assignment in a school.
3) A removal includes any action that results in a reduction of pay or benefits including termination or reassignment.

Article 6: Resolving Differences between Teachers and Principals

For any decision in which the teachers vote differently than the principal the principal must explain his/her reasoning in writing and the teachers may appeal to the Local School Council. The Council must choose between the principal and the teachers and the Council’s vote will be final. This pertains to definitions of a reform or practice, decisions to vote on a reform, decisions to adopt a reform, and decisions regarding the criteria and timing to evaluate a reform as in Articles I and II.

Article 7: Other Policies

All other policies not directly addressed by this constitution should be determined by district personnel, the principal, and school faculty in accordance with existing labor agreements, and district, state, and federal policies. This applies in particular to laws concerning discriminatory hiring and firing practices.
Article 8: Adoption of Amendments

Amendment of this Constitution shall require endorsement from the principal and the local School Council as well as be in accordance with Article I requiring a 2/3 endorsement of the teachers and Article II implying that the effects of amendments on standardized tests will not be evaluated until 3 years after adoption.
1. No school-wide reform, or change in policy or practice may be implemented unless the principal and two thirds or more of the teachers present to vote approve the change.

2. The effects of any change in practices or policies on student achievement should not be evaluated in terms of standardized test scores for three years after the initial vote to adopt the change.

3. The school shall have a local school council that has partial responsibility for governance. The council is to be composed of at least 50% of community members who are parents or guardians of students in the school. The council can vote to replace a principal by a vote of two thirds or more*

4. A principal can be evaluated for replacement if more than 20% of the teachers in the school request transfer or leave in a given year or if 50% or more of the teachers sign a collective grievance requesting the principal’s removal.

5. A principal can use a streamlined procedure to remove not more than 5% of the teachers in a given year. *

6. For any decision in which the teachers vote differently than the principal the principal must explain his/her reasoning in writing and the teachers may appeal to the School Council. The Council must choose between the principal and the teachers and the Council’s vote will be final.

* %’s can be negotiated

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