

BETHEL SCHOOL DISTRICT #52
BOARD OF EDUCATION POLICY STATEMENT

Subject: **Team Management**

Policy Number: **CD** Effective Date: **11/2022**

Date of Original Policy and Revisions: **8/87, 6/91, 9/94, 11/99, 10/05, 10/08, 10/10, 10/13, 1/16, 10/19**

Cancels Policy No.: **CL** Dated: **8/87**

Date of Next Review: **11/2025**

POLICY

The team management concept utilizes and combines a variety of administrative skills and administrative levels to achieve well-balanced, effective, and efficient management of the organization. It reflects the organization's goals and purposes while maintaining the individual's human values and needs within the organization.

The two keys to developing effective management are effective communication within the team and involvement of team members in the decision-making process, especially decisions that affect them or must be carried out by them.

The support for and belief in the value of the team approach to management is based on certain assumptions and beliefs about people, organizations, and management responsibilities. These include:

- . Individuals who are involved in making decisions will have a higher commitment to carrying out that decision.
- . The quality of decisions increases when those decisions are made on the basis of the collective minds of those knowledgeable about the situation.
- . Operational decisions need to be made as close to the point of implementation as possible.
- . Mutual trust exists between Boards, superintendents, principals, and other administrators.
- . All members of the management team assume good will and competency on the part of all other members.
- . Team members are encouraged and obligated to communicate ideas and recommendations.
- . There is an allowance for diversity of inputs, wide participation, free communication, and open discussion.
- . The roles and functions of the Board members, superintendents, principals, and other managers are clarified and understood.

Administrative Teams

District Leadership Team - Membership of the District Leadership Team will be established by the superintendent and set forth in the District's Administrative Rules. It will be the superintendent's

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responsibility to consider information and recommendations of the team, and to determine a course of action.

Administrative Councils - In addition to the District Leadership Team, sub-councils (such as elementary, and secondary administrative meetings) may be established by the superintendent for specific organization goals or objectives.

REPORTS

None.

ATTACHMENTS

None.

REFERENCES / COMMENTS

[Administrative Rule CD: Team Management](#)