

Akron Central Schools Shared Decision-Making Process

Collaborative Governance in Support of Student Success · Aligned with NYS
Commissioner's Regulation 100.11

[Strategic Plan and Shared Decision Making](#)



Akron Central Schools
Strategic
Plan 2025-2028

www.akronschools.org

Shared Decision-Making and Collaborative Governance

Overview:

Akron Central Schools is committed to a collaborative approach to district improvement. In alignment with Section 100.11 of the Regulations of the Commissioner of Education, the district ensures that teachers, administrators, parents, students, and members of the Tonawanda Seneca Nation have meaningful opportunities to participate in school-based planning and decision-making. This collaborative structure strengthens our collective capacity to support every student's success and brings the voices of our community directly into the work of implementing this Strategic Plan.

Shared Decision-Making Structure

District-Level Team

A District-Level Shared Decision-Making Team will guide and monitor districtwide progress on the Strategic Plan. This team includes representatives from:

- Administration
- Teachers
- Parents
- Students
- Non-instructional staff
- Board of Education (non-voting liaison)
- Tonawanda Seneca Nation

This team meets regularly to review data, monitor implementation of strategic priorities, and provide ongoing recommendations to support student growth, belonging, and academic innovation.

Building-Level Leadership Teams

Each school maintains a Building Leadership Team that collaborates on building-specific actions aligned with the Strategic Plan. These teams include:

- Teachers
- Parents
- Students (as appropriate)
- School-based staff

These teams meet regularly to discuss building needs, review progress, and support implementation.

Scope of Shared Decision-Making

Shared decision-making at Akron Central Schools includes work in areas that directly support the priorities of this Strategic Plan, such as:

- Student experience, belonging, and school climate
- Instructional practices that enhance learning and engagement
- Attendance improvement and family partnerships
- Professional development
- Community partnership opportunities
- Equity and inclusion initiatives
- Communication strategies with students, families, and the broader community

Decisions related to personnel matters, budget authority, collective bargaining, legal compliance, and emergency operations remain the responsibility of the Board of Education and Superintendent, as required by law.

Our Commitment

Akron Central Schools is committed to a collaborative, community-driven approach to district improvement. In alignment with **Section 100.11 of the Regulations of the Commissioner of Education**, we ensure that teachers, administrators, parents, students, and members of the Tonawanda Seneca Nation have meaningful opportunities to participate in school-based planning and decision-making.

Shared Decision-Making and Collaborative Governance continued...

Decision-Making Process

Teams use a consensus-building model to support thoughtful, inclusive decision-making. The process includes:

1. Identifying the issue
2. Reviewing relevant data and perspectives
3. Collaboratively exploring options
4. Reaching consensus (or modified consensus where needed)
5. Documenting decisions and next steps
6. Monitoring progress and impact

Dispute Resolution

If a shared decision-making team cannot reach agreement, the following resolution process is used:

1. The team engages in facilitated discussion to attempt to resolve the disagreement.
2. If needed, the building principal or Superintendent provides mediation.
3. If a final resolution is still not reached, the Superintendent issues a written decision.
4. If the issue conflicts with Board policy, the Board of Education will review and make the final determination.

This process ensures that collaboration continues while maintaining clarity of roles and responsibilities.

Communication and Transparency

To keep the community informed and engaged:

- Meeting summaries and progress updates from shared decision-making teams will be posted on the district website.
- Quarterly updates aligned with the Strategic Plan will be shared with staff, families, and the Board of Education.
- An annual public report will summarize district and school-level progress.

The district will maintain a webpage dedicated to Strategic Plan implementation and shared decision-making resources.

Monitoring & Annual Review

Progress on the Strategic Plan will be monitored throughout the year by both the District-Level and Building-Level teams. On an annual basis:

- The District-Level Shared Decision-Making Team will review implementation progress and recommend refinements.
- The Superintendent will present any recommended revisions to the Board of Education.
- The Board will adopt changes at a public meeting and submit updates to the New York State Education Department as required.

This ensures the plan remains responsive, up-to-date, and aligned with district needs and community priorities.



Why Shared Decision-Making Matters

When the whole community has a seat at the table, every student benefits. **#OneAkron — One Family. One Community. One Shared Commitment to Students.**



Stronger Outcomes

Data-informed decisions that improve student achievement



Trust & Transparency

Open communication builds confidence across the community



Belonging

Multiple perspectives ensure every voice is represented



Goal Alignment

District and building goals connected to the Strategic Plan

Shared Decision-Making Structure

Shared decision-making is the foundation of how our **Strategic Plan** was developed and how it continues to be implemented, monitored, and refined — not a separate initiative, but woven into everything we do.



District-Level Team

Guides districtwide implementation of the Strategic Plan. Reviews data, monitors priorities, and brings community voices to district decisions.



Building-Level Teams

Support school-specific planning, implementation, and continuous improvement. Each team is aligned with district priorities and the Strategic Plan.

District & Building Teams at a Glance



District-Level Team

- Administration, Teachers, Parents
- Students, Board Member & Tonawanda Seneca Nation
- Reviews data & monitors strategic priorities
- Recommends improvements & promotes innovation

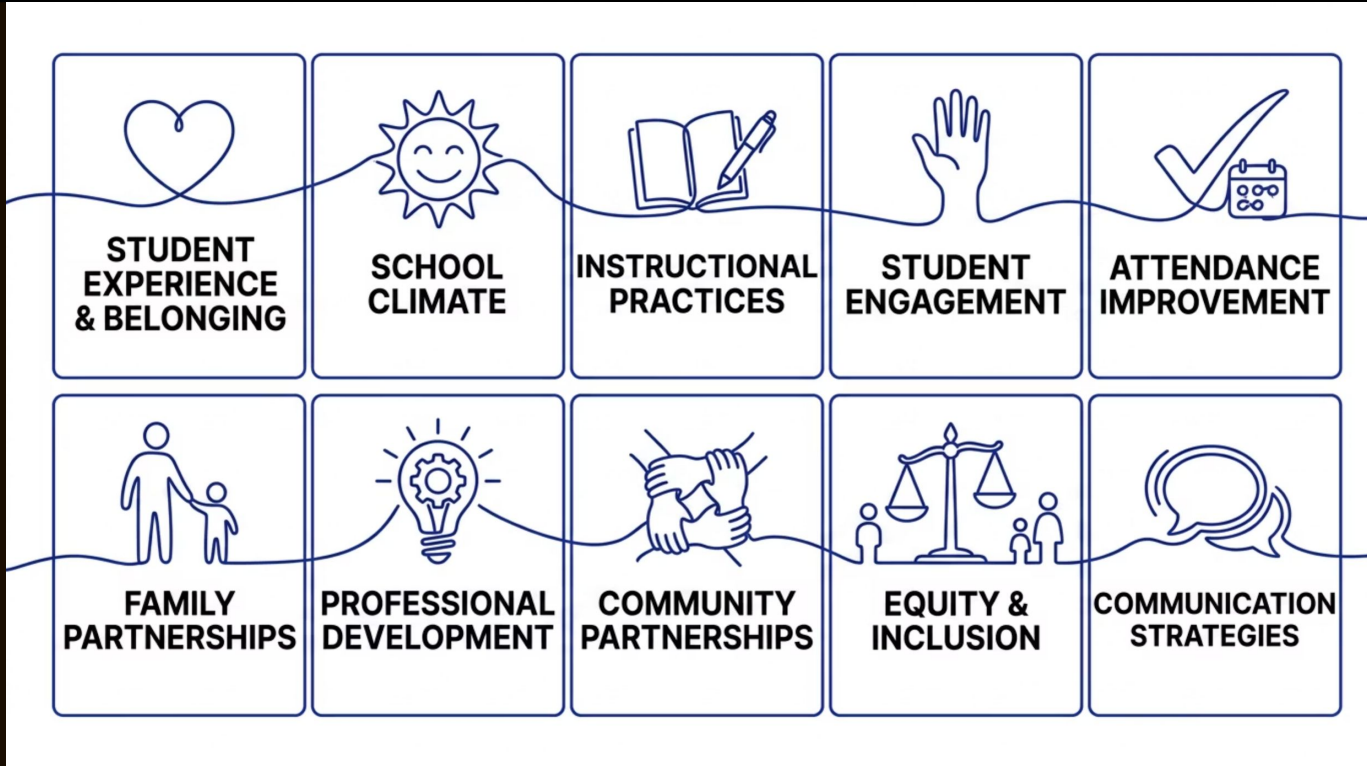


Building-Level Teams

- Teachers, Parents, Non-instructional Staff
- Students
- Discusses needs, monitors progress, strengthens communication

Scope of Shared Decision-Making

Our teams focus their collaborative work on the areas that matter most to student success and community well-being.



Governance Roles & Responsibilities



Shared Decision-Making Teams

- Collaboration & feedback
- Strategic planning input
- Recommendations
- Continuous improvement



Board of Education & Superintendent

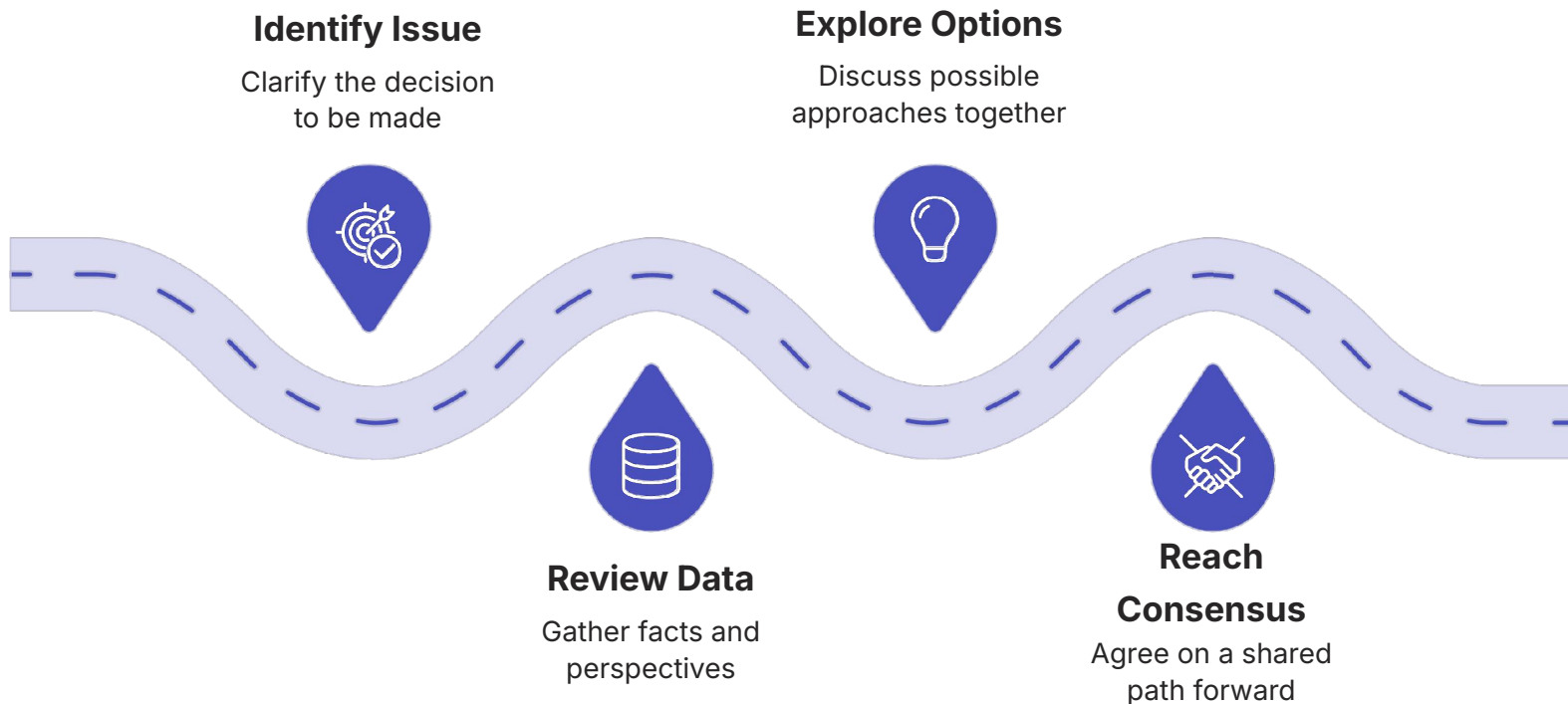
- Personnel matters & budget authority
- Collective bargaining
- Legal compliance
- Policy
- Emergency operations



This structure ensures meaningful collaboration while maintaining clear legal governance responsibilities.

How We Make Decisions Together

Teams use a **consensus-based model** that ensures every voice is heard before decisions are made. If full consensus isn't reached, teams pursue a *modified consensus* and document the path forward.



This structured approach keeps discussions inclusive, transparent, and focused on what's best for students.

Dispute Resolution & Communication

A Tiered Approach: If Agreement Can't Be Reached

01

Internal Discussion

Facilitated discussion within the team to resolve differences collaboratively.

02

Mediation

Principal or Superintendent provides objective mediation to guide the process.

03

Formal Decision

Superintendent may issue a written decision based on established guidelines.

04

Board Review

Board reviews matters specifically involving official Board policy.



This process ensures that all disputes are handled fairly, transparently, and with clear accountability.

Monitoring & Annual Review

Both District-Level and Building-Level teams monitor progress throughout the year to keep our work responsive, relevant, and aligned with community priorities.

1

Review Progress

Implementation updates reviewed by both teams

2

Recommend Refinements

Adjustments proposed based on data and feedback

3

Board Presentation

Updates presented and revisions adopted publicly

4

NYSED Submission

Required updates submitted as per regulation

Highlights from Our Schools

Shared decision-making is already making a difference across every level of our district. Here are a few examples of community collaboration in action.

Elementary School

- Character Program
- Instructional Calendar
- Positive Behavior Supports

[April Agenda](#)

Middle School

Homework Policy — A revised, student- and family-informed homework approach designed to balance academic rigor with student well-being and home life.

[Middle School Homework](#)

High School

- Open House
- Grading Practices -50%

[High School Agenda](#)