

Decision making at school level ?!



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The challenge ...

- 1,424 students
 - 167 teachers
 - School Orientation and Psychology Service (SPOS) (5 members)
 - Technical staff (12 members)
 - LAML-Itteam (students and 3 professionals)
- and ...2.848 parents 😊

The 4 premises

Teachers

- have to act as **role models**
- possess **expertise**
- should be **involved**
- feel a sense of **ownership**

The “decision making-paradox”!!

You need:

- A coherent approach
but
- Decisions should be made at the lowest possible level

Before making decisions (1)

You need **structures!**

The “A and O” (the alpha and the omega)

You have to work together as

One pedagogical team

All comprehensive subcommittees

Our main structures

On school level:

Educational council

A steering committee

Comprises **all subject groups** (MISMA) and **school development domains** (G1-G4)

On class level:

Class coordination units

2, 3 or more teachers involved

Before making decisions (2)

You need a **profile!**



Sustainable
learning

Global
thinking

Participatory
school organization

Art
and school
culture

Media
education

Profile Lycée Aline Mayrisch

Priority

2008 - 2012

But “What if ...”

Only a few teachers

(let us say **not all** 😊)

respect the decisions made at a certain level?

Decision making

The four elements

Rest & React

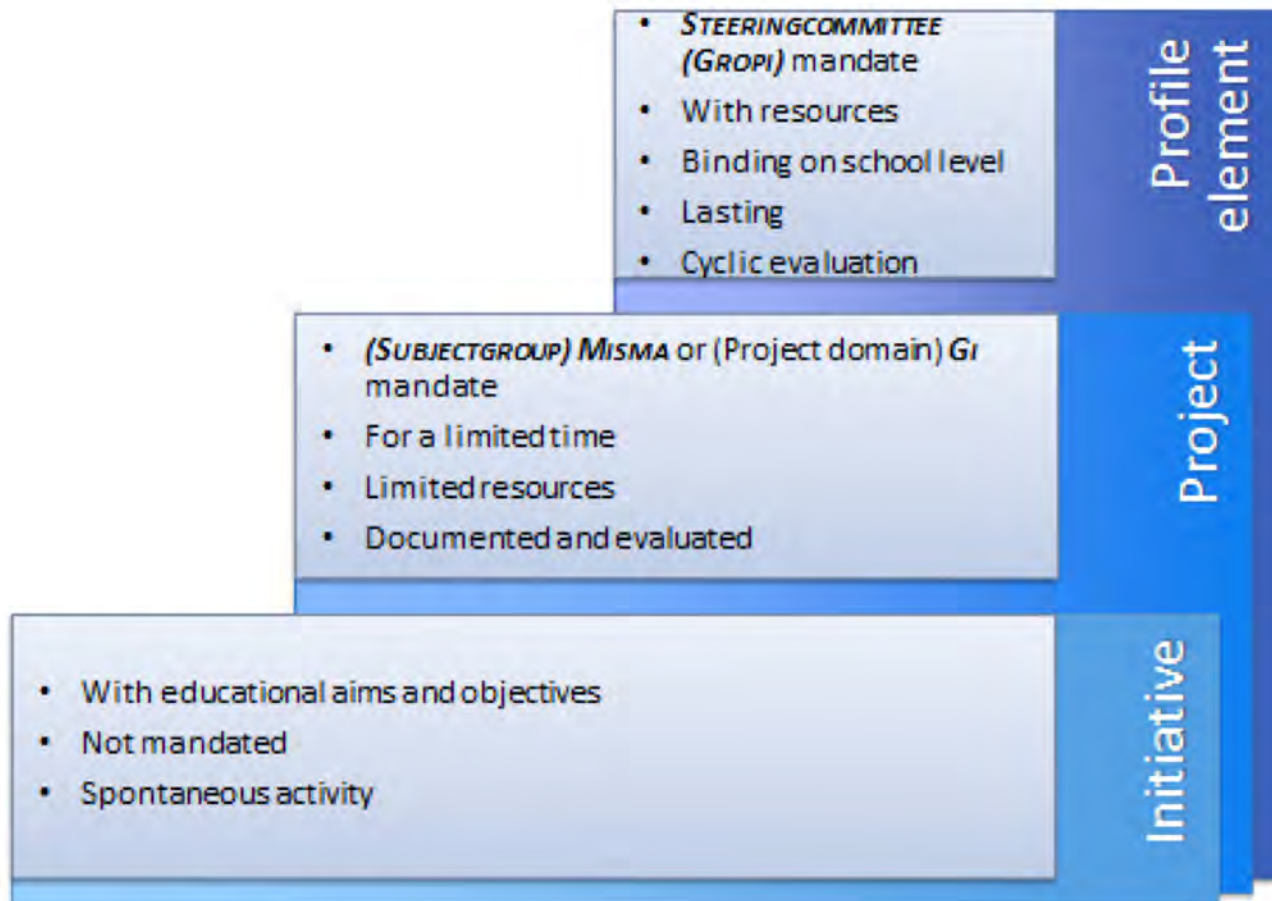
So what: (1)



Profile elements benefit most from

resources

The “resources staircase”



So what: (2)



The LAML

“2-2 **strategy**”

- Decisions are always (often!) taken for a term of **2 school years**
- The **last two months** before the term is up: analysing, evaluating its effectiveness, interpreting, implementing the “new” chosen solution

So what (3):



Reponsibility for every actor

Voting

Two LAML-procedures:

Voting with **two-third majority** in the steering committee

or

Anonymous vote **by simple majority** of the whole pedagogical team

So what (4):



Account**t**ability

Structures and regular evaluation moments are needed

At LAML:

Every three months:

Meetings of all the teachers from one class

Every month:

Steering committee meetings

Regularly:

“Must attend” meetings for teachers

Individual written feedback to the students

... in brief

- **Resources** (the staircase)
- **Strategy** (the 2-2...)
- **Responsibility** (the voting)
- **Accountability** (the feedback loop)

A few examples (1)

- G1
- **The School Solidarity Project**
- **Elected student Committee and Student Parliament**
- **Behaviour Policies**
- G2:
- **Individual challenges** for 7th graders
- **One project week** for every class

A few examples (2)

- G3:
- **Transversal methods** integrated into the normal curriculum (grade 7 to 9)
- **Personalized Text comments**
- G4:
- **IT skills** integrated into the normal curriculum (grade 7 to 11)
- **European computer driving licence** (grade 12)



I have a dream... 😊



“The road to success is always under construction”



Thank you for listening

- It's Q&A time now!!!!

