

ADMINISTRATIVE COUNCIL

The Bangor School Committee encourages the creation and utilization of an Administrative Council consisting of the Superintendent of Schools, Assistant Superintendent, and all Directors, Principals, and Assistant Principals.

This team approach to decision making is based upon the following assumptions:

1. The better the information on which a decision is based, the better the decision. And the greater the input from the people affected by the decision, the more likely the decision will reflect the actual needs of the Bangor School Department. The team approach requires the pooling of diverse information from diverse points of view, leading to a healthy debate and ultimately the best decision, whether it is made by the Principal, Director, Superintendent, Assistant Superintendent, or by the School Committee.
2. Participative management lessens tension and aggression, and fosters greater job satisfaction. The result is higher efficiency and creativity.
3. When the people within an organization are involved in making decisions affecting that organization, they are more likely to implement such decisions than when decisions are imposed from outside the organizational unit.
4. Administrators, as part of the team, are better informed about the entire picture and are therefore better equipped to handle an issue at its source. Since the team functions by involving affected personnel in solving problems, it keeps decision making at the administrative level nearest the issue.

The Bangor School Committee recognizes the responsibility of the Superintendent of Schools for recommending specific courses of action for approval or modification by vote of the School Committee. Whenever appropriate, such recommendations should be based upon the deliberations of the Administrative Council.

ADOPTED: August 26, 1991
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