

RECOMMENDATION ON IMPROVING SOT CONFLICT RESOLUTION PROCESS

Kirsten Searer, Chief Communications, Marketing & Strategy Officer
Nicole Rourke, Associate Superintendent, Community & Government Relations

SOTs are key to the success of CCSD Achieves



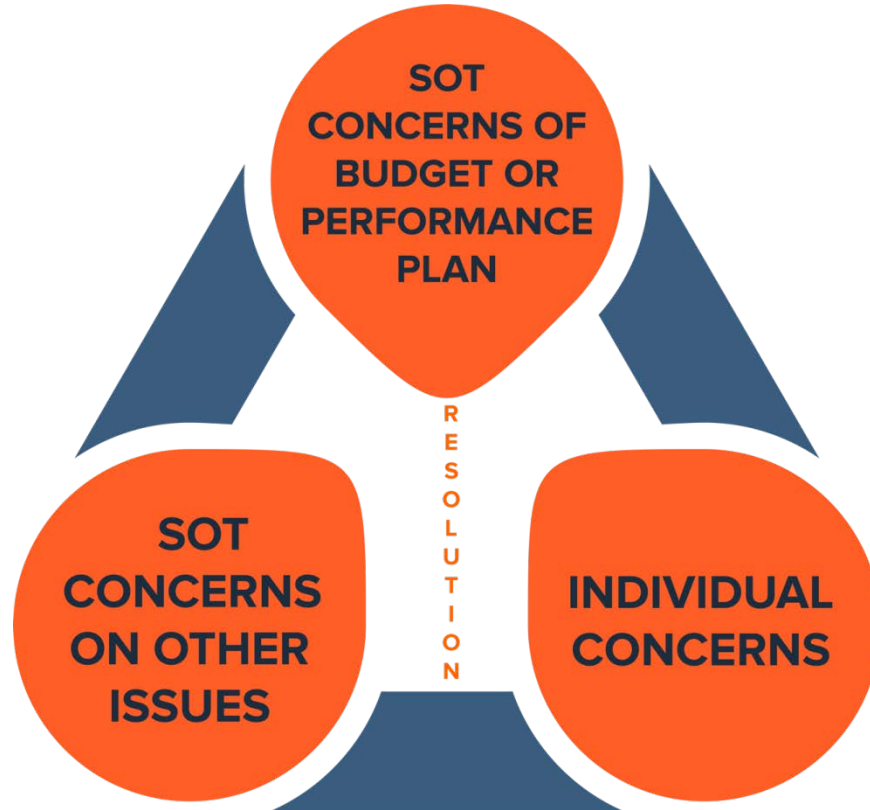
- SOTs were established to advise the principal on issues related to the school's Plan of Operation
- This includes the School Strategic Budget and the School Performance Plan
- Assembly Bill 469 outlines a process for concerns related to the school Plan of Operation

SOTs are key to the success of CCSD Achieves



- CCSD has received very few complaints in which the majority of SOT members are concerned about an issue
- Most concerns have come from individuals and have been handled through the district's established conflict resolution processes

AB 469 outlines SOT conflict resolution process



What does AB 469 outline for resolution of a conflict related to the Plan of Operation?

STEP 1

Is the issue directly related to the school's Plan of Operation? (If not, see next page)

A Plan of Operation consists of:

- Development of the strategic budget.
- Development of the School Performance Plan (NRS) 385A.650.

CCSD offers resources and, sometimes, mediation services that SOTs can utilize in case of a conflict regarding the Plan of Operation.

STEP 2

Does the majority of the SOT disagree with the Plan of Operation?

Under AB 469, the majority of the members of the School Organizational Team must vote to appeal the Plan of Operation and trigger the appeals process.

STEP 3

If the concern is not resolved and a majority of the SOT members want to appeal, then the provisions of AB 469 will be triggered.

An official appeal will go to the supervising School Associate Superintendent, who must issue a decision on the matter within five working days.

STEP 4

If a majority of the SOT remain opposed to the decision by the School Associate Superintendent, AB 469 allows an appeal to the Superintendent of Schools.

The Superintendent of Schools will review the concern and render a decision within five working days, and the Superintendent's decision is final under the law.

What is CCSD's process for resolution of other types of conflict?

STEP 1

A majority of the members of the SOT can vote to move forward with conflict resolution regarding disputes with each other or with a decision made by the principal. Conflict resolution could include online or in-person training and mediation assistance from the School Associate Superintendent or another CCSD representative.

STEP 2

If conflict resolution is unsuccessful, an SOT majority can vote to bring their issue to a panel of School Associate Superintendents. They will hear concerns from the SOT members, the principal and/or supervising School Associate Superintendent.

The panel would be comprised of three randomly selected School Associate Superintendents who do not supervise the school.

The panel will recommend a resolution to the supervising School Associate Superintendent. The written recommendation will be available to the public at the school's website or on reorg.ccsd.net.

STEP 3

The School Associate Superintendent decides whether or not to accept the recommendation of the panel.

If a resolution cannot be reached between the SOT and the School Associate Superintendent, a majority of the SOT members can appeal to the Chief Academic Officer.

STEP 4

If a majority of the SOT members remain opposed to decision by the Chief Academic Officer, they can appeal to the Superintendent of Schools. The Superintendent of Schools provides a final decision on the matter.

What happens if an employee on a SOT feels they have been retaliated against?



Option 1: Employees who feel harassed or retaliated against can address those concerns to Mr. Cedric Cole, Executive Manager, Diversity and Affirmative Action Programs, at (702) 799-5087.

Option 2: Employees who believe their contractual rights have been violated can address concerns in accordance with the procedures provided for in the negotiated agreement. Employees with questions regarding the negotiated agreement can contact Employee-Management Relations at (702) 799-0210.

What happens if an individual parent has a different concern?



NOW: Public Concern Form process, established
in CCSD policy

FUTURE: CCSD conflict resolution process

CCSD Public Concern Form process



FILING OF CONCERN

Acknowledgement within 2 days
Initial consultation within 3 days

RESPONSE

Investigation and response within 3 school days by administrator (usually school principal)

APPEAL

File within 5 days of receiving response

CCSD Public Concern Form process



DECISION

Response within 5 days by second administrator (usually school associate superintendent)

APPEAL OF SECOND DECISION

File within 5 days of receipt of decision

SUPERINTENDENT'S RESOLUTION

Final decision within 10 days

Next steps?

- We want to hear from you!
- We are asking many stakeholders about their thoughts on a possible new conflict resolution process to align to CCSD Achieves.



Questions?