



democratic staff involvement

It is essential that the staff take an active part in formulating the direction in which the program shall move. Genuine involvement of the teachers can result only from the opportunity to help work out ways of resolving the many professional issues which face them, e. g., selection of teaching aids, preparation of course materials, utilization of resource personnel, and formulation of plans for individual children.

Experience has shown that it is essential to set up machinery for such involvement of the faculty, as partners with the school administration in developing an effective educational program for the children. The assumption of such a role would act as a major instrument in further identifying teachers with the school, resulting in even greater loyalty and creativity.

recommendations

- 1) Teachers in each school should be invited to work closely with the principal in formulating school policy.
- 2) Provide time during the school day for conference of teachers with other teachers, with administrators, and with specialized personnel.
- 3) The ratio of professional personnel to children should be adequate to permit such conferences without depriving the children of instructional time.