



Site Based Decision Making Committees (SBDM)

Site based decision making (SBDM) committees are district-level and campus committees by which teachers, parents, and community members have an active voice in local education decisions.

- ▶ Teachers of the district or campus elect fellow teachers as representatives on the committees.
- ▶ The committees may develop an appraisal process and performance criteria for district teachers.
- ▶ If the district elects to adopt a local process and criteria for appraisal instead of using the process recommended by the commissioner of education, the district must consult the SBDM committee.
- ▶ A district seeking a waiver from a rule or law must submit the commissioner an application and written comments from the SBDM committee.
- ▶ The superintendent must regularly consult with the district SBDM committee, and principals must regularly consult with their campus SBDM committee.
- ▶ At least every two years, the school district must evaluate its district- and campus-level planning policies, procedures, staff development, and decision-making activities to ensure that they are structured to improve student performance. If a campus is low-performing, the commissioner can order a review of the effectiveness of the SBDM committee and a plan for improvement.

District-level committees

District-level committees assist the superintendent in developing, reviewing, and annually revising the district's improvement plan, including a needs assessment addressing student performance, district performance objectives, and strategies for improving student performance.

- ▶ The district SBDM committee also advises the district in the adoption of a student code of conduct that specifies the conditions that would authorize or require an administrator to transfer a student to a disciplinary alternative education program.
- ▶ In 2015, the legislature authorized the district SBDM committee to petition to become a district of innovation. If a district chooses to do so, the Innovation District plan must be approved by the district SBDM committee.

Campus-level committees

Campus-level SBDM committees work with the principal to develop, review, and revise the campus improvement plan.

- ▶ The campus SBDM committee should be involved in decisions about budgeting, curriculum, staffing patterns, staff development, and campus organization.
- ▶ Campus-based staff development must be developed and approved by the campus-level committees. Districtwide staff development must be developed and approved through the district-level SBDM process.

Teacher Appraisal

For teacher appraisal, the school district must use an appraisal process and performance criteria developed through the district-wide and campus-level SBDM process, if the district does not adopt the evaluation and appraisal process recommended by the commissioner. This process and related criteria must be adopted by the board of trustees (TEC 21.352 (a) - (b)).