

## **MONITORING REPORT: Policy OE-1 (Global Operational Expectation)**

**PHASE ONE: Interpretation and Monitoring Indicators**

**DATE: June 2018**

### **Policy**

**The Superintendent will not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision, or organizational condition that is inequitable, unlawful, unethical, unsafe, disrespectful, imprudent, in violation of Board policy, or endangers the District’s public image or credibility.**

### **Interpretation**

We understand that the School Board’s governance model delegates the operation of the School District to the Superintendent and her staff; and that this foundational policy sets the overall parameters and expectations under which the Board is willing to delegate such responsibility. We understand this policy means the Superintendent must create systems; maintain administrative procedures; monitor the day-to-day conduct of District operations; and hold the whole organization, including herself, accountable for ethical and moral conduct and trustworthy practices. We understand this policy is aimed at ensuring a high level of performance across all the principles covered by the other Operational Expectations (OE) policies. We understand that, when a violation of these principles is discovered, the Superintendent must swiftly address the violation, employ action(s) to correct it, and inform the Board of the finding and resolution.

Violations of the general principles covered by the other Operational Expectation (OE) policies would be anything that is:

- **Unlawful**, which refers to all actions prohibited by Washington State’s RCWs and WACs, Administrative Policies developed by WSSDA and adopted by the District, or any other criminal code;
- **Unsafe**, which refers to conditions that place students, staff, or community members at risk of physical, mental, or emotional harm;
- **Disrespectful**, which refers to words or behavior that diminish the dignity and/or sense of self-worth of individuals or groups;
- **Imprudent**, which refers to decisions or actions that are unwise or ill-advised when judged against the “reasonable person” standard;
- **In violation of the Board policy**, which refers to anything that would be deemed “out of compliance” with any of the OE policies; and/or
- **Endangering the District’s public image or credibility**, which refers to statements, actions, or behavior that damage or call into question the reputation or competence of the Superintendent, School Board, or District staff.

### **Monitoring Indicator(s)**

Because this is the “global” operational expectation which both lays the foundation and encompasses all other operational expectations, we will know we are in compliance when we have complied with each Operational Expectation (OE) policy that follows. In other words, the Board’s monitoring of this policy will be realized through monitoring the operation of the District and evaluating the performance of the Superintendent.