

ADMINISTRATION

Communication with Staff

A. Generally

In compliance with the Standards of Quality for Public Schools in Virginia, and in response to the literature on effective organizations, the School Board and the Superintendent endorse a two-way system of open communication among employees, the School Board, and the administration. This system is based on the belief that all stakeholders, working together as a team, need to focus on the continuous improvement of the School Division.

B. Purposes

The purposes of the two-way system of communication are as follows:

1. To provide employees an opportunity to identify concerns, to offer solutions to issues, and to receive responses;
2. To give School Division leadership the benefit of employees' expertise and insight on educational issues;
3. To focus on continuous improvement of the School Division;
4. To advance student learning;
5. To improve working conditions; and
6. To generate conditions for cooperation in resolving issues.

C. Methods

A variety of communication strategies will be implemented by the Superintendent to facilitate orderly and constructive communication among employees. Information gleaned from these strategies will be reported to the School Board on a regular basis and, as applicable, to employees. Further, the Superintendent will design a means for assessing and refining communication within the School Division.

D. Publications/Directives

The Superintendent may issue such administrative bulletins, memoranda, directives, manuals or booklets as may be deemed necessary for the effective administration of the School Division. All

regulations or instructions shall be consistent with policies adopted by the School Board and shall be binding on all employees.

E. Reserved Rights

Nothing in this Policy shall be construed as a violation of an employee's right to address the School Board in session or to communicate with the administration on issues of concern.

Legal Reference

Code of Virginia § 22.1-253.13:7, as amended. Standard 7. School board policies.

Adopted by School Board: March 18, 1975

Amended by School Board: August 21, 1990

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APPROVED AS TO
LEGAL SUFFICIENCY

Kamela H. Lencioni