

## **2055 QUALITY OF WORK LIFE - PHILOSOPHY**

It is the goal of the School Board to achieve excellence in teaching, student achievement, community involvement, and general operations throughout the School District. It is the conviction of the School Board that the only way in which that goal may be achieved is through pooling the talent and wisdom of all of the employees of the School District. Therefore, it shall be the policy of the School District that programs of employee involvement and participation in problem solving and decision making processes shall be encouraged. Specifically, excellence in management shall be understood to be that management which:

1. Encourages participation and creativity among staff.
2. Builds commitment to shared goals.
3. Structures employee involvement so employees are routinely involved in decisions which affect them.
4. Sets a high priority on advocating for ideas generated by subordinates.
5. Develops a strong sense of trust and collegiality among all staff members in the pursuit of the goal of excellence.

Therefore, all supervisory personnel including principals, assistant superintendents, directors, and the Superintendent shall be expected to create and maintain a work environment that encourages employee participation, enhances communications within the School District, and promotes the general welfare of students and the morale of staff. All employees are called upon to work cooperatively and openly to maintain a network of communications which results in a shared pride in shared work and achievement of our common goal of excellence.

Reference: MS 179A.08, Sec. 9, Subd. I

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