

Relationships with Students, Parents, and Community

With respect to relationships with parents, students and community, the Superintendent shall not cause or allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified or in violation of Board policy.

Accordingly, the Superintendent shall not:

1. Fail to set expectations around accepted business and professional ethics.
2. Fail to establish and maintain policies and procedures to ensure organizational compliance with applicable federal and state laws.
3. Fail to implement a reasonable process to address employee actions that do not meet expectations, or adhere to legal requirements or District policies or procedures.
4. Use methods of managing information that fail to protect confidential information.
5. Fail to provide an opportunity or process for complaints that is free of barriers and accessible to all.
6. Fail to establish policies and procedures to ensure organizational compliance with all federal and state laws, including those dealing with ethnic, gender, disability, religious and age discrimination.
7. Fail to maintain an organizational culture that treats all stakeholders with respect, dignity and courtesy and that includes:
 - a. Open, honest, accessible, and effective communication in all written and interpersonal interaction.
 - b. Respect for others and their opinions, including those from non-dominant cultural communities.
 - c. Focus on common organizational goals as expressed in Board Results policies.
8. Fail to appropriately involve stakeholders in an advisory capacity in important issues, which impact them directly.
9. Fail to provide timely notice to parents and students about decisions that affect them, especially program changes, school assignments and calendars.
10. Fail to take reasonable steps to inform stakeholders of these policies that affect them.
11. Fail to involve stakeholders when key policies are developed.

Monitoring Method: Internal Report

Monitoring Frequency: Annually