NORTH THURSTON PUBLIC SCHOOLS

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EXECUTIVE LIMITATIONS 8 MONITORING REPORT

Staff Conduct and Transparency

FROM: Dr. Debra Clemens, Superintendent
DATE: May 2, 2023

The Staff Conduct and Transparency Policy focuses on achieving the Board's priorities established in the district Ends Policies and in the Superintendent's aligned Ends Policy Interpretation and not placing the district at risk by establishing the necessary policies, procedures, and trainings that support the protection of the District's staff resources.

Accordingly, the Superintendent will not implement staff conduct and transparency procedures which fail to follow policy criteria contained within EL-8:

Policy Criterion 6: Directing staff to conduct NTPS business with honesty and integrity and in a professional manner that protects the good public image and reputation of NTPS.

Superintendent/CEO Interpretation:
The Superintendent will not allow staff to act without guidance regarding behaving with professionalism, honesty, and integrity in all interactions with students, colleagues, and community members and will have relevant administrative policies and procedures in place. In addition, the Superintendent will not fail to maximize staff ability to comply with the expectation to act professionally and with honesty and integrity through training related to those expectations.

Superintendent/CEO Evidence Report:
To comply with this policy, the District has taken the following actions:

- District policy 5015 - Civility, provides clear expectations for staff to act with professionalism in all interactions. This policy was specifically emphasized to staff during HR visits to each school in the fall of 2022. This policy has also been assigned for all employees to review and understand via the Safe Schools Training system.
- Trainings for district and building administrators on a variety of topics, including evaluation, hiring, discipline, and other areas of professional responsibility, emphasize the importance of honesty, integrity, and professionalism.

- Integrity is measured as an indicator in the category of Organizational Trust on the Educational Effectiveness Survey administered in our schools by the Center for Educational Effectiveness.
- New Employee Orientation in August focuses on expectations for staff, including topics related to professionalism and integrity.
- The North Thurston Public Schools Employee Handbook is reviewed annually by all staff and includes topics, policies, and protocols intended to ensure staff always act in a manner that reflects honesty, integrity, and professionalism.

Conclusion:
This data demonstrates that we are in compliance with Executive Limitations Policy 8, Criterion 6 - Staff Conduct & Transparency.