NORTH THURSTON PUBLIC SCHOOLS

ADMINISTRATIVE CENTER ◆ 305 COLLEGE STREET NE, LACEY, WASHINGTON 98516-5390
TELEPHONE: (360) 412-4400◆FAX: (360) 412-4410

EXECUTIVE LIMITATIONS 8 MONITORING REPORT

Staff Conduct and Transparency

FROM: Dr. Debra Clemens, Superintendent
DATE: January 26, 2021

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 place 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 Criteria 7: Directing staff to build relationships with students, parents, other stakeholders, vendors, the public, and fellow employees based on ethical behavior, courtesy, respect, and trust.

Superintendent/CEO Interpretation:
The Superintendent shall not allow staff to act without guidance regarding appropriate interactions with students, families and community and will have relevant administrative policies and procedures. In addition, the Superintendent will not fail to maximize staff ability to comply with legal and policy expectations through training related to those expectations.

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

- The District uses the Safe Schools staff training system and the Staff Handbook to provide annual training on topics including; professional conduct and other topics of legal and policy significance.
- District policy, Civility 5015, provides numerous examples of actions and practices which are not allowed or could be problematic.
- Significant legal or policy changes are brought to school and District administrator meetings to keep this critical group up to date with information that can be shared in school level staff meetings and be incorporated into daily practices within the District.

Policy Criteria 8: Requiring staff to promptly report to the Superintendent any violations of ethical principles or NTPS policies that come to the employee's attention and cooperate fully in any audit, inquiry, review, or investigation by the organization.

Superintendent/CEO Interpretation:
The Superintendent shall not allow staff to be uniformed regarding specific actions which are prohibited. In addition, the Superintendent will not fail to maximize staff ability to avoid prohibited actions by clearly describing what those prohibited actions are and providing relevant examples to staff.

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

- District policy, Reporting Improper Governmental Actions 5241 and 5241P, provides clear guidance to staff about their responsibility to report such actions and how such reporting is done and the legal protections for staff who report violations.
- All district policies are posted on the district website for easy access by district staff.

Conclusion:
This data demonstrates that we are in compliance with this Executive Limitations Policy 8.