

### Global Operational Expectation

The Superintendent shall not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision or organizational condition that is unlawful, unethical, unsafe, disrespectful, imprudent, in violation of Board policy or endangers the district's public image or credibility.

#### Superintendent Interpretation:

- This OE essentially holds the Superintendent accountable for following Board policy, state, and Federal law. This OE is broad in its scope and generally holds the Superintendent responsible for ensuring that the District operates in a legal, safe, and ethical manner.
  - Unlawful shall mean in violation of federal, state, and local laws, and violation of the rules outlined in North Dakota Century Code.
  - Fail to take reasonable measures to prevent means that the Superintendent will take preventative action to protect the organization from negative consequences that can reasonably be foreseen.
  - Organizational condition to mean situations created by the actions or decisions of the Superintendent, or staff, whether they are actively or passively being created.
  - Unethical shall mean behavior that is improper or does not conform to accepted professional standards of conduct.
  - Unsafe shall mean in a manner that is likely to physically injure students, employees, or visitors to the District.
  - Disrespectful shall mean in a manner that is mean-spirited, rude, or not reasonably considering the situation or feelings of the person to whom one is speaking.
  - Imprudent shall mean reckless or irresponsible actions.
- This OE requires the Superintendent to take “**reasonable measures**,” which shall mean that the Superintendent shall take steps to follow Board policy or protect the District's public image in a manner similar to what other superintendents or leaders of organizations might take under similar circumstances.

- This OE requires the Superintendent to protect the legal position of the District as well as the ethical standing of the District. The Superintendent is charged with protecting the “**district condition**,” which shall mean the legal standing of the District and the perception that stakeholders have of the District with regard to trust and respect.
- This OE requires the Superintendent to establish and maintain a respected and positive “**public image**,” which shall mean the positive perception held by the overwhelming majority of the residents in the District and the people in the Bismarck area.

**Superintendent Indicators of Compliance:**

We will know we are compliant when:

- The Board, upon evaluation of the OE policies, finds no significant violation of or not in compliance with any of the policies.
- The District is not found to be in violation of any law when any legal action is taken against the District.
- In a random survey sample of District stakeholders, administered before June 1, 2019, at least 70% of the respondents express support for the direction of the District.

**Superintendent Evidence of Compliance:**

None required, as this is a summarization of all the OE policies.

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End of Bismarck Public School District Board Policy OE-1

Adopted: 3/12/2018

Monitoring Method: Internal Report

Monitoring Frequency: Annually in July