

## ***Policy Type: Governance Culture***

### **Board Members' Code of Conduct**

The Board and its members will conduct themselves lawfully with integrity and high ethical standards in order to model the behaviors expected of staff and students and to build public confidence and credibility.

1. Board members will serve the interests of the citizens of the entire school district. Members recognize this responsibility to the whole to be greater than:
  - a. Any loyalty a member may have as a result of having been elected from a sub-part of the district
  - b. Any loyalty a member may have to any other advocacy or interest groups
  - c. Loyalty based upon membership on other boards or staffs
  - d. Conflicts based upon the personal interest of any Board member who is also a parent of a student in the district
  - e. Conflicts based upon being a relative of an employee of the district.
2. Board members will not exercise individual authority over the organization:
  - a. Members will not assume personal responsibility for resolving operational problems or complaints. Complaints will be referred to the Superintendent for investigation and resolution
  - b. Members will not attempt to personally direct any part of the operational organization
  - c. When speaking to the press or otherwise publicly sharing personal opinions, members will respect decisions of the Board and will not undermine those decisions
  - d. Members will not publicly express individual negative judgments about Superintendent or staff performance. Any such judgments of Superintendent or staff performance will be verbally expressed in person or in closed session.
3. To build trust among members and to ensure an environment conducive to effective governance, members will:
  - a. focus on issues rather than personalities
  - b. respect decisions of the full Board
  - c. exercise honesty in all written and interpersonal interaction, never intentionally misleading or misinforming each other
  - d. criticize privately, praise publicly
  - e. make every reasonable effort to protect the integrity and promote the positive image of the district and one another
  - f. never embarrass each other or the district
4. Members will exercise personal discipline in the performance of their duties, including proper use of authority and appropriate decorum when acting as Board members.
5. Members will maintain confidentiality appropriate to sensitive issues and information that otherwise may tend to compromise the integrity or legal standing of the Board, especially those matters discussed in closed session.

Adopted: June 14, 2021

***Monitoring Method: Internal report***

***Monitoring Frequency: Annually***

Appleton Area School District Board of Education

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