NORTH THURSTON PUBLIC SCHOOLS

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

EXECUTIVE LIMITATIONS MONITORING REPORT

EL–9 Relationship with students, parents/guardians, and the public

FROM: Dr. Debra Clemens, Superintendent
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The Relationship with Students, Parents/Guardians, and the Public Policy focuses on achieving the Board priorities established in the district Ends Policies and, in the Superintendent's, aligned Ends Policy Interpretation related to stakeholder relationships.

Further, the Superintendent will not operate without:

Policy Criteria 3: Interacting with students and parents/guardians in a manner that reflects the value the organization places on students and parents/guardians.

Policy Criteria 7: Communicating short-term and long-term district and school strategic plans describing initiatives and programs to achieve Board Ends (critical outcomes) Policies.

Superintendent/CEO Interpretation:
Accordingly, the Superintendent will not allow situations, conditions, procedures, or decisions which do not ensure students, parents/guardians and the public are approached with respect, dignity, and courtesy at the district level and within each school and classroom.

The following policies and practices govern the processes and procedures regarding the relationship with students, parents/guardians, and the public in North Thurston Public Schools.

Policy 2005, School Improvement Plans, requires each school to develop and adopt a School Improvement Plan (SIP) with an annual review for progress and necessary changes.

Policy 4000, Public Information Program, states that North Thurston Public Schools shall strive to maintain effective two-way communication channels with the public. Such channels will enable the Board and staff to interpret the schools' needs to the community and provide a means for citizens to express their needs and expectations to the Board and staff.

Policy 4121, Staff Communications Policy, requires staff to communicate and interpret district policies, programs, and goals and objectives to the community and to communicate in a sincere, courteous, and considerate manner.

Policy 5015, Civility in the Workplace, commits the district in its entirety to the core value of mutual respect for each person regardless of individual differences or characteristics.

Superintendent/CEO Evidence Report:
To comply with these policies, the district has taken the following actions:

1. Require each school to engage with their data, staff, and school community to develop a School Improvement Plan (SIP) and submit to Assistant Superintendent of Teaching and Learning and Assistant Superintendent of School Leadership for review and support.

2. School administrators report twice a year to the Board on their SIP goals, actions, and progress. The SIPs are posted on each school's website for quick access by the public.

3. Monitoring reports for each Strategic Plan Goal and Outcome are presented to the Board per the schedule developed by the Superintendent's Cabinet. Reports are posted on the website for the broader school community to access and review.

4. Monthly district communication to stakeholders via the HIVE electronic newsletter for internal staff communication, the HONEYCOMB for instructional staff communication, and the BUZZ electronic newsletter for external stakeholder communication. The communications are posted on the website.

5. The staff intranet has been expanded and made more robust to ensure staff have more access to current information and resources.

6. The District Newsletter "Community Connections" is produced three times per year for sharing the district's short-term and long-term strategic plans and initiatives with the NTPS community.

7. Board-facilitated Community Conversations aligned with the Strategic Plan goals are held twice a year resulting in Board determinations for further action by the Superintendent.

8. Superintendent and Cabinet visits to schools and departments three times a year to solicit feedback on district initiatives and share the annual action plan, a mid-year update, and an end-of-year report. School Leadership and the Superintendent also informally visit sch ools additional days.

9. Annual Strategic Plan Review with stakeholders to share goal progress and solicit input and feedback on the strategic plan goals, outcomes, and actions for the upcoming school year.

10. Annually administer the Center for Educational Effectiveness (CEE) survey to students, families, staff, and community which provides perception data further informing our Strategic Plan actions and School Improvement Planning process.

11. The Superintendent's Student Advisory Council is held four times per year with student representatives from each school in the district.

12. Superintendent's Parent Advisory Council is held four times per year with representatives from each school in the district.

13. Chat with Superintendent and Senior Staff meetings open to the community are held twice a year via webinar.

14. Incidents or concerns of violations of the civility policy are investigated by district administration and acted upon quickly and appropriately.

Conclusion:
The evidence presented demonstrates that we have thoughtfully planned for and delivered on the expectations of criteria #3 and #7 of Executive Limitations 9; therefore, we are in compliance.