

As representatives of the North Thurston Public Schools community, the Board of Directors is responsible for establishing Strategic Outcomes (Ends) Policies and ensuring their successful implementation.

The Board will set a standard of excellence and integrity for the organization through its actions. To fulfill this role effectively, the Board is committed to functioning collaboratively, maintaining the trust and confidence of its communities.

The Board's governing approach will:

- Clearly distinguish between the roles of the Board and Superintendent.
- Maintain an outward focus.
- Demonstrate a commitment to community engagement.
- Encourage diverse perspectives while striving for consensus.
- Promote collaborative and collective decision-making.
- Demonstrate pro-active, forward thinking and strategic leadership.

The Board acknowledges its role is in governance, not management and its responsibility to advocate for and serve its constituents.

Accordingly:

1. **Group Responsibility:** The Board will foster a sense of collective responsibility, ensuring excellence in governance. It will initiate policy, rather than merely react to staff proposals. The Board will not allow individual's expertise to replace collective judgment, though individual expertise may enhance the Board's overall understanding.
2. **Support for Strategic Outcomes:** Each Board Member will prioritize supporting North Thurston Public Schools in achieving its Strategic Outcomes (Ends) Policies, even above representing specific constituencies. A conflict of interest arises if a Board decision could result in a personal or business gain for a member.
3. **Self-Discipline:** The Board will enforce the self-discipline needed to govern effectively. This includes:
  - Maintaining structures and processes that enhance governance.
  - Self-discipline regarding attendance, meeting preparation, respect of roles, adherence to the code of conduct, and ensuring the continuity of governance capability.
  - Conducting annual reviews of the Board's committee structure, membership, and recruitment plan.
  - Performing annual self-assessments on effectiveness in fulfilling mandates, goals, and compliance with Board policies.
  - Engaging in continual development, including orientation for new members and ongoing education.
  - Periodically discussing improvements to governance processes.

4. **Policy Initiation:** The Board will be proactive in initiating policy, using the expertise of individual members to enhance collective decision making. The Board will establish broad written policies that reflect its values and perspectives, focusing on long-term impact (Strategic Outcomes/Ends Policies) rather than on administrative means. While policies can be changed, the Board will adhere to existing policies until a new consensus policy is reached.
5. **Unified Voice:** The Board will speak with a unified voice once decisions are made.
6. **Ongoing Learning:** The Board will ensure continuous learning through the orientation of new members and ongoing education in governance.
7. **Group Obligations:** No officer, individual, or committee will hinder or excuse the Board from fulfilling its collective responsibilities.

Adopted:  
Amended:

May 16, 2017  
October 1, 2024

NTPS Board of Directors