NORTH THURSTON PUBLIC SCHOOLS

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EXECUTIVE LIMITATIONS 8 MONITORING REPORT

EL-8 Staff Conduct and Transparency

FROM: Troy Oliver, Superintendent
DATE: October 1, 2024

The Staff Conduct and Transparency Policy focuses on achieving the Board 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 ethical behavior and the importance of building relationships with students, families, and community and will have relevant administrative policies and procedures and training to support this policy.

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, New Hire Orientations, and the Employee Handbook to provide yearly training on topics including: Professional Conduct and other topics of ethical, legal, and policy significance.
- District policies 5009 - Non-Fraternization; 5015 – Civility; 5022 - Staff Electronic Resources and Digital Citizenship; 5201 - Drug Free Schools, Community, and Workplace; 5253- Maintaining Professional Staff/Student Boundaries; 5251 - Staff Conflicts of Interest; 5271 -Reporting Improper Governmental Action; and 5240 - Evaluation of Staff provide a policy foundation outlining expectations for ethical behavior in a number of areas central to school district business and activities. These policies are available to staff on the District website and are the subject of training activities including at New Employee Orientation and Safe Schools training.

- Significant legal or policy changes are brought to school and District administrator meetings to keep this critical group up to date so that this information can be shared in school level staff meetings and incorporated into daily practices within the District. This practice helps staff maintain positive relationships by defining expectations and keeping staff up to date so they provide accurate information.
- The District works with labor groups to support the importance of ethical behavior and the importance of building positive relationships to achieve positive outcomes.
- Anti-Discrimination policies prohibit harassment or discrimination, ensuring an inclusive and respectful environment.

Conclusion:

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