NORTH THURSTON PUBLIC SCHOOLS

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EXECUTIVE LIMITATIONS MONITORING REPORT

EL-7 Human Relations and Staff Relations

FROM: Troy Oliver, Superintendent
DATE: January 21, 2025

The Human Relations and Staff Relations 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 Human Relations and Staff Relations procedures which fail to follow policy criteria contained within EL-7:

Policy Criteria 1: Operate without establishing and maintaining a working environment for staff that is safe, civil and conducive to teaching and learning.

Superintendent/CEO Interpretation:

The Superintendent shall not allow staff to work in an environment which is unsafe, uncivil or which negatively impacts the achievement of student outcomes.

Superintendent/CEO Evidence Report:
To comply with this policy, the District has taken the following actions:

- Conduct orientation training for new employees, emphasizing the Civility Policy to establish expectations for respect, inclusivity, and professionalism.
- Require annual civility training for all NTPS staff via Safe Schools to maintain skills and professionalism.
- Deliver training programs on respectful interactions, conflict resolution, and effective communication to enhance workplace relationships and district culture.
- Include the Civility Policy in employee handbooks for year-round access and reference.
- Promote compassion principles through district-wide activities, recognitions, and educational opportunities, encouraging kindness, respect for differences, and inclusivity.
- Use the Civility Policy and compassion principles to guide professional ethics, address misconduct, mediate conflicts, and manage challenging discussions.
- Define acceptable and unacceptable behaviors to foster respect, inclusivity, and professionalism.
- Collaborate with staff associations to address safety concerns and incorporate measures into collective bargaining agreements for shared responsibility.
- Engage Safety Committees at each site to identify, address, and track workplace safety issues through regular meetings.
- Regularly update policies on student discipline, harassment, intimidation, and bullying to align with state standards and legislation.
- Track training completion through Safe Schools, sending reminders as needed and maintaining records of compliance.

- Implement and update safety protocols covering physical safety, emergency response, and mental health support to ensure a secure environment.
- Enforce transparent reporting and disciplinary procedures to address policy violations with fairness and clear communication.

Conclusion:
This evidence demonstrates that we are in compliance with this Executive Limitations Policy.