

**SUMMARY OF COMPLIANCE STATUS**  
JULY 2025

**SUPERINTENDENT CERTIFICATION**

With respect to OE-1 *Global Operational Expectation* taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and the district is:

- In Compliance  
 In Compliance with Exceptions  
 Not in Compliance

**Summary Statement by Administration**

Monitoring of operational expectations policies is part of the ongoing process of district performance evaluation and superintendent evaluation. This report includes a Data Analysis on page 3 presenting an administrative summary of the data and a Capacity Building/Recommendations section on the last page outlining new practice or protocol to be utilized for the next reporting timeframe. The Capacity Building/Recommendations section also documents suggested changes to Operational Expectations or Results policies and/or indicators and interpretations. This report addresses three indicators of the superintendent's responsibility regarding general operations. All three indicators were determined to be in compliance. Reporting dates for this report are July 1, 2024 – June 30, 2025.

**Progress Reporting Summary**

In Compliance

- 1.1.1, 1.1.2, 1.1.3

In Compliance with Exception

- N/A

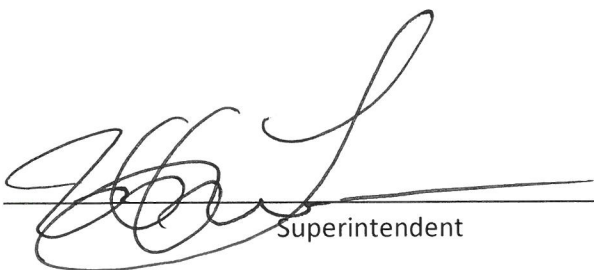
Not In Compliance

- N/A

**Areas of Focus for Continuous Improvement**

Administration has no recommendations for changes at this time.

Signed: \_\_\_\_\_



Superintendent

Date: 7/14/2025

**SCHOOL BOARD ACTION**

With respect to OE-1 *Global Operational Expectation*, the Board:

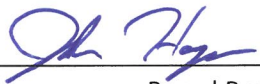
- Accepts the report as fully compliant
- Accepts the report as compliant with noted exceptions
- Finds the district to be noncompliant

Summary Statement/Motion of the Board

I want to point out that this particular report is talking about following the law. I want to highlight the evidence under indicator three that talked about the fact that we have 79% of our respondents strongly agreed, agreed, or somewhat agreed, with the direction of the district. In a year where we undertook the updating of the strategic plan, lots of different changes, and some major things that we are doing, I think that is a strong indicator and piece of evidence. We see that you and your team are following the Board policies and have strong district policies that drive our processes within coherent governance. We know that the district has operational handbooks and things like that, that are always kind of in continuous improvements, but also that you guys strive to surpass every single day.

It was moved by Mrs. Peterson and seconded by Mr. Eastgate to accept the Monitoring Report for Policy OE-1 *Global Operational Expectation* as In Compliance. Motion carried.

Signed: \_\_\_\_\_



Board President

Date: \_\_\_\_\_

7/14/2025

**Data Analysis**

Summary analysis of this report indicates absence of noncompliance in relation to all Operational Expectations and Results. In addition, Bismarck Public Schools completed the 2024-2025 school year without violations that resulted in legal action. A district stakeholder satisfaction survey showed BPS continues to exceed expectations.

<b>OE-1 Global Operational Expectation</b>
The Superintendent shall not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision, or organizational condition that is unlawful, unethical, unsafe, disrespectful, imprudent, in violation of Board policy, or endangers the district’s public image or credibility.

### Monitoring Report

**The Superintendent Shall:**

**1.1** The Superintendent shall not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision or organizational condition that is unlawful, unethical, unsafe, disrespectful, or imprudent, in violation of Board policy or endangers the district’s public image or credibility.

In Compliance

**Superintendent Interpretation:**

- This OE essentially holds the Superintendent accountable for following Board policy, state, and Federal law. This OE is broad in its scope and generally holds the Superintendent responsible for ensuring that the District operates in a legal, safe, and ethical manner.
  - o **Unlawful** shall mean in violation of federal, state, and local laws, and violation of the rules outlined in North Dakota Century Code.
  - o **Fail to take reasonable measures to prevent** means that the Superintendent will take preventative action to protect the organization from negative consequences that can reasonably be foreseen.
  - o **Organizational condition** to mean situations created by the actions or decisions of the Superintendent, or staff, whether they are actively or passively being created.
  - o **Unethical** shall mean behavior that is improper or does not conform to accepted professional standards of conduct.
  - o **Unsafe** shall mean in a manner that is likely to physically injure students, employees, or visitors to the District.
  - o **Disrespectful** shall mean in a manner that is mean-spirited, rude, or not reasonably considering the situation or feelings of the person to whom one is speaking.
  - o **Imprudent** shall mean reckless or irresponsible actions.
- This OE requires the Superintendent to take “**reasonable measures**,” which shall mean that the Superintendent shall take steps to follow Board policy or protect the District’s public image in a manner similar to what other superintendents or leaders of organizations might take under similar circumstances.
- This OE requires the Superintendent to protect the legal position of the District as well as the ethical standing of the District. The Superintendent is charged with protecting the “**district condition**,” which shall mean the legal standing of the District and the perception that stakeholders have of the District with regard to trust and respect.
- This OE requires the Superintendent to establish and maintain a respected and positive “**public image**,” which shall mean the positive perception held by the overwhelming majority of the residents in the District and the people in the Bismarck area.

Indicator	Finding
<p><b>Indicator 1:</b> The Board, upon evaluation of the OE policies, finds no significant violation of or not in compliance with any of the policies.</p>	<p><b>In Compliance</b></p>
<p><b>Evidence:</b> The superintendent certification category “Not In Compliance” was indicated zero times in the OE monitoring reports presented from August 2024 – June 2025. The school board did not find the district to be noncompliant in the monitoring reports presented from August 2024 – June 2025.</p>	
<p><b>Indicator 2:</b> The District is not found to be in violation of any law when any legal action is taken against the District.</p>	<p><b>In Compliance</b></p>
<p><b>Evidence:</b> In the 2024-2025 school year, the district was not found to be in violation of any law that resulted in legal court action taken against the district. During the 2024-2025 school year, the district engaged in zero incidents that necessitated attorney representation in court for legal defense.</p>	
<p><b>Indicator 3:</b> In a random survey sample of District stakeholders, administered before June 1, 2025, at least 70% of the respondents’ express support for the direction of the District.</p>	<p><b>In Compliance</b></p>
<p><b>Evidence:</b> The 2024-2025 survey indicated 79% of respondents strongly agreed, agreed, or somewhat agreed with the current direction of the district.</p>	

**Capacity Building/Recommendations**

**Capacity Building**

**Recommendations**

No recommendations are suggested at this time.