

STANDARDS FOR INDIVIDUAL SCHOOL DIRECTORS

Each individual board member will annually review the WSSDA *Individual School Director Standards* as a basis for assessing their own conduct as an elected school director. Collectively, the board will assess its performance in terms of its six major functions:

1. Values and Ethical Behavior

Individual school directors model ethical behavior and are guided by values that:

- a) Place students' needs first.
- b) Demonstrate commitment to equity and high standards of achievement for each student.
- c) Commit to treating each individual with dignity and respect.
- d) Model high ethical standards.
- e) Advocate for public education.

2. Leadership

Individual school directors serve as educational leaders in their communities and state by:

- a) Contributing to thoughtful governance discussions and decisions by being well informed, open-minded and deliberative.
- b) Understanding that authority rests with the board as a whole and not with individual directors.
- c) Articulating and modeling appropriate school director roles and responsibilities.
- d) Actively participating in school director duties and responsibilities.
- e) Demonstrating group membership and leadership skills, working within the board structure.
- f) Respecting the board's role in policy making and supporting all adopted board policies.

3. Communication

Individual school directors engage in ethical, transparent and inclusive communications by:

- a) Building and maintaining positive connections with the community and staff.
- b) Communicating accurately and honestly, with awareness of the impact of their words and actions.
- c) Listening carefully and with an open mind.
- d) Maintaining civility and treating all people with respect and dignity.
- e) Maintaining confidentiality of appropriate matters.
- f) Referring people with needs or concerns to appropriate staff or the superintendent.
- g) Welcoming family, student, staff and community input.

4. Professional Development

Individual school directors seek continuous growth in their own skills and knowledge by:

- a) Committing the time and energy necessary to be informed and competent.
- b) Keeping abreast of current issues, research, applicable laws, regulations, and policies that affect public education.
- c) Participating in professional development, individually and with the board/superintendent team.

5. Accountability

Individual school directors are accountable in their governance role to their students, families, staff, and community by:

- a) Contributing to a functioning and effective board-superintendent team.
- b) Taking personal responsibility for their own words and actions and the impact they have on others.
- c) Respecting and abiding by board decisions and operating principles.
- d) Meeting expectations for transparency, including disclosing potential conflicts of interest and refraining from discussing or voting on those issues.
- e) Complying with board policies and all laws.

6. Commitment to Education Equity

Individual school directors prioritize the success of each and every student in their district by:

- a) Engaging in ongoing learning about educational equity, diversity, inclusion and cultural competency as it relates to the role of the board.
- b) Seeking to understand their own culture and how it may differ from others'.
- c) Honoring the diverse experiences, strengths and barriers to success of students, staff and families.
- d) Collaboratively and proactively working to remove barriers for students, staff and families.
- e) Ensuring multiple perspectives are heard and honored by providing equitable opportunities for input.
- f) Fostering a culture of dignity and belonging by example and through policy.