



**Shorewood**  
SCHOOL DISTRICT

**Operational Expectations Monitoring Document  
OE-1 Global Operational Expectation**

**Certification of the Superintendent: *With respect to Operational Expectation 1 (Global Operational Expectation), taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and is:***

- In Compliance**
- In Compliance with Noted Exceptions**
- Not in Compliance**

**Signed:**           Laurie Burgos          , Superintendent      **Date:** January 13, 2026

**Executive Summary**

Operational Expectation 1 (OE 1) Global Operational Expectation has been monitored and reviewed to ensure that the District is in compliance with state law, Board expectations, and District policy. In keeping with revisions and recommendations approved for OE 1 on January 28, 2025, and other Monitoring Documents, evidence is limited to the report year.

**Summary of Compliance**

This Operational Expectations Monitoring Document is defined by the following Board Policy and Expectations:

**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.**

- **1.1** - The Board, upon evaluation of the OE policies, finds no significant violation of or not in compliance with any of the policies; and
- **1.2** - The District is not found to be in violation of any law when any legal action is taken against the District; and

The District is in compliance with these indicators.

**Disposition of the Board: *With respect to Operational Expectation 1 (Global Operational Expectation), the Board:***

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

**Summary statement/motion of the Board:**

Signed: \_\_\_\_\_, Board President

Date:

## OE-1: Global Operational Expectations

**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.**

### Superintendent Interpretation:

- This OE holds the Superintendent accountable for following Board policy, State and Federal law along with upholding the values of Village of Shorewood. 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.
  - **Unlawful** shall mean in violation of federal, state, and local laws.
  - **Unethical** shall mean behavior that is improper or does not conform to accepted professional standards of conduct.
  - **Unsafe** shall mean in a manner that is likely to physically injure students, employees, or visitors to the District.
  - **Disrespectful** shall mean in a manner that is not reasonably considering the situation or feelings of the person to whom one is speaking.
  - **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 "**organizational 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.

<b>OE-1</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.	<u>Superintendent</u>	<u>Board</u>
	<b>Compliant</b>	Compliant
	Compliant with Exceptions	Compliant with Exceptions
	Not Compliant	Not Compliant

Superintendent Interpretation

<b>Board 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.	<u>Superintendent</u>	<u>Board</u>
	<b>Compliant</b>	Compliant
	Not Compliant	Not Compliant

Evidence: There were no significant violations of Board policy during the past year, and efforts were made to review and revise OE indicators to clarify expectations and outcomes measurements.

<b>Board Indicator 2</b> The District is not found to be in violation of any law when any legal action is taken against the District.	<u>Superintendent</u>	<u>Board</u>
	<b>Compliant</b>	Compliant
	Not Compliant	Not Compliant

Evidence: The District was not in violation of any law when any legal action was taken against the District.

Board Comments: