# NORTH THURSTON PUBLIC SCHOOLS

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## EXECUTIVE LIMITATIONS MONITORING REPORT

## EL – 1 General Executive Restraint, Criterion 3

FROM: Troy Oliver, Superintendent
DATE: January 13, 2026

The General Executive Constraint Policy sets executive boundaries which are instructive to the Superintendent, address the major areas of enterprise-wide risk, and seek to identify and clarify the Board's risk tolerance in different subject areas.

**Criterion 3: The Superintendent shall not cause or allow any practice, procedure, decision, condition, or operation that is inconsistent with Board values.**

**Superintendent/CEO Interpretation:**
The Superintendent may not cause or allow practices, procedures, decisions, conditions, or operations that are inconsistent with Board values. The Superintendent is also guided by the School Board approved Strategic Plan which includes the following Core Beliefs:

- High quality teaching is essential to student achievement
- Compassionate attitudes and actions create a culture of service
- Student voice increases engagement and belonging in our learning community
- Investing in our staff is critical to student success
- Healthy relationships are built on collaboration, respect for diversity, accountability, and trust
- Family and community partnerships are essential to meet the needs of our students

**Superintendent/CEO Evidence Report:**
The Superintendent supports the Board with policy governance development, community connections, director growth opportunities, and Strategic Plan monitoring. Each of these activities clarify or align with Board values. Examples include:

- New board member orientation
- WSSDA Annual Conference
- Policy governance training
- Regular monitoring reports on ends policies found in the Strategic Plan
- WSSDA regional meetings
- Hosting of Community Conversations annually

- Informal meetings with Superintendent and senior leadership
- Regularly scheduled Board meetings
- Meetings with governmental partners (City of Lacey, Nisqually Tribal Council) twice annually

These activities clarify Board values and support the Superintendent in making decisions, recommending policies, and setting in place practices, procedures, conditions, and operations consistent with Board values.

**Conclusion:**
The evidence stated above demonstrate that we remain in compliance with Executive Limitation Policy 1 - General Executive Restraint, Criterion 3.