SUMMARY OF COMPLIANCE STATUS

APRIL 2026

SUPERINTENDENT CERTIFICATION

With respect to OE-3 *Treatment of Community Stakeholders* taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and the district is:

___X___ In Compliance
_____ In Compliance, with Exception
_____ 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 section on the last page outlining new practice or protocol to be utilized for the next reporting timeframe. This report addresses seven indicators of the superintendent's responsibility regarding general operations. All seven of the indicators are shown as in compliance. Reporting dates for this report are July 1, 2025 – June 30, 2026.

Progress Reporting Summary

In Compliance

- 3.1.1
- 3.2.1, 3.2.2
- 3.3.1, 3.3.2, 3.3.3, 3.3.4

In Compliance with Exception

- N/A

Not In Compliance

- N/A

Areas of Focus for Continuous Improvement

Information gathered during the development of this report indicates that current protocols for managing complaints and safeguarding confidential data are effective. Accordingly, these protocols will continue to be rigorously followed.

Bismarck Public Schools values stakeholder feedback as an essential component in shaping future engagement strategies. The insights gained from the recent stakeholder survey will play a key role in guiding how the district approaches stakeholder communication and involvement moving forward. While survey results were generally positive, the district remains committed to identifying and implementing strategies that may further strengthen stakeholder satisfaction and engagement.

At this time, administration does not recommend any changes to existing practices.

BISMARCK PUBLIC SCHOOLS

OE-3 Treatment of Community Stakeholders
Reporting Period: 7/1/2025 to 6/30/2026

Signed: _____ Date: 4/27/2026
Superintendent

SCHOOL BOARD ACTION

With respect to OE-3 *Treatment of Community Stakeholders*, the Board:

- X 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 just want to tell you, thank you for what you do on your end of communicating with BPS and the public as well.

It was moved by Mrs. Peterson and seconded by Mr. Eastgate to accept the Monitoring Report for Policy OE-3 Treatment of Community Stakeholders as In Compliance. Motion Carried.

Signed: _____ Date: 4/27/2026
Board President

Data Analysis

The following data points highlight the relationship between stakeholders and the district regarding transparency, confidentiality, and communication practices.

Notably, the board is encouraged to review the evidentiary documentation for indicators 3.1 and 3.2, which reflect a strong and positive connection with community stakeholders.

Furthermore, findings from the Board Survey continue to demonstrate a favorable public perception of Bismarck Public Schools. This year, a new platform, Panorama, was adopted to administer the survey, which led to wider adoption by staff and students, in addition to general community members.

Notably:

- 85% of 14,172 individuals surveyed indicated a positive perception of the district.

Links to relevant plans and reports have been updated accordingly to reflect the most current evidence supporting each indicator.

Based on the data presented, Bismarck Public Schools is deemed to be in full compliance with all criteria outlined under OE-3.

OE-3 – Treatment of Community Stakeholders
The Superintendent shall maintain an organizational culture that treats parents and citizens with respect, dignity, and courtesy.
Interpretation: • **Organizational culture** refers to our way of doing business where the superintendent shall model and maintain that everyone is treated respectfully by the superintendent and by staff. Should it be noticed that the superintendent or staff fail, efforts shall be made to repair the cultural expectation. • **Respect, dignity, and courtesy** means that even during times of disagreement, conflict, or difficult situations, people within Bismarck Public Schools shall behave professionally toward others.

Monitoring Report

The Superintendent Shall:

3.1 Protect confidential information.	**In Compliance**
Interpretation: Only persons with a legitimate educational interest shall access information on students, parents, staff, or families. As required by law, FERPA, HIPPA, and other data shall remain confidential. All data, physical or digital, will be securely stored. Gossip or informal sharing of non-public data or personally identifiable information is prohibited.	

Indicator	Finding
Indicator 1: Formal complaints shall resolve to show BPS maintained confidentiality or if not, steps have been put into place to make systemic corrections.	**In Compliance**
Evidence: No formal complaints were received by the Superintendent.	

The Superintendent Shall:

3.2 Effectively handle complaints.	**In Compliance**
Interpretation: • **Effectively** and **handle** mean complaints will be resolved beginning with the lowest possible level following administrative policy, regulations, and / or rules in a serious and time-bound manner. Effectively does not imply the complainant will always be satisfied with the resolution but that his or her issue shall be addressed.	

Indicator	Finding
Indicator 1: The patron complaint policy, form, and contact information are readily available online.	**In Compliance**
Evidence: Policy KACA Patron Complaints, Exhibit KACB-E Personnel Complaint Form	
Indicator 2: Reviews of all formal complaints show the complaint went to the lowest possible level, was resolved or moved to the next level, and the individual making the complaint or inquiry was communicated to throughout the resolution process.	**In Compliance**
Evidence: BPS formal complaints fell within the guidelines and definitions established within Interpretation of 3.2 and met the intent of Indicator 2.	

The Superintendent Shall:

3.3 Maintain an organizational culture that: a. Values individual differences of opinion; b. Reasonably includes people in decisions that affect them; c. Provides open and honest communication in all written and interpersonal interaction; d. Focuses on common achievement of the Board's Results policies; e. Is open, responsive, and welcoming.	**In Compliance**

Interpretation:

3.3 a. Ensure processes for input, value diverse opinions, as it allows for the inclusion of different perspectives and experiences, which can lead to more comprehensive decision-making and innovative solutions.

3.3 b. A collaborative inclusive process will be used to the extent practicable so that those impacted by decisions have an opportunity for input. However, reasonably means that not every individual can be represented in every major decision.

3.3 c. Open and honest communication means the internal public (students and staff) and the external public (parents, citizens, media) shall have transparent and honest information with recognition that some information is limited by law and / or policy and cannot be shared. Communication includes both written communication in any form including social media whereas interpersonal communication means face to face as well as telephone interactions.

3.3 d. The superintendent and staff shall use opportunities to educate both the internal public and external public about the district's academic goals, measures, and progress made.

3.3 e. The superintendent shall continuously strive to be welcoming, open, and responsive without compromising campus safety, and model the same for staff. Responsive means follow up will be timely and that stakeholders who make contact in any fashion (in person, via email or telephone, etc.) are made to feel valued.

Indicator	Finding
Indicator 1: The following are shared with the Board and public via the web: Annual Report Strategic Plan District Calendar Budget/Audit Board Agenda, Minutes, and Meeting Notices	**In Compliance**
Evidence: Annual Report Strategic Plan District Calendar Budget/Audit Board Agenda, Minutes, and Meeting Notices	
Indicator 2: The district's office of community relations shall employ robust communication tools, including: Key Communicators, weekly social media presence (Twitter, Facebook), news releases, parent newsletters, emergency alert notifications, the intercom, and district web postings.	**In Compliance**
Evidence: Examples of BPS social media and newsletters	
Indicator 3: District surveys of parents, staff, students, and other stakeholders indicate overall positive or increasingly positive perceptions of the district's attempts to communicate with stakeholders.	**In Compliance**
Evidence: The survey was advertised/sent to patrons in April. The results of the survey will be presented to the Board at the April 27 board meeting. The survey results may be reviewed here.	
Indicator 4: Measurables as required by Board OEs will be televised, summarized in minutes, posted on the web, and shared from the Community Relations office.	**In Compliance**
Evidence: Board agenda, minutes, and meeting notices Board Governing Policies	