



Leadership Ethics for GO Team Members



Session Objectives

- Understand the importance of ethical decision-making in APS
- Consider ethical expectations of leadership on a GO Team
- Be aware of the GO Team member removal process

Guiding Principles



Equity

- Remedy learning and opportunity gaps
- Value diversity
- Understand culture



Engagement

- Build trust
- Collaborate
- Communicate



Excellence

- Expect greatness
- Improve continuously
- Try new ideas



Ethics

- Do the right thing
- Be transparent
- Follow the rules

Foundations of APS Leadership and Decision-making

Ethics



Conflict of
Interest

Code of
Conduct



Legal
Compliance



Conflict of Interest

- Do not represent individual students, groups of students or employees
- May not use position to secure \$ gain for self or others
- Refuse expensive gifts (\$50+)
- Must recuse yourself from discussion and vote when it looks like a conflict





Code of Conduct

- Consider the needs of all students and equity concerns
- Be prepared and ask questions
- Be honest and vote your conscience
- After a decision, speak with one voice





Code of Conduct

- Keep your principal informed
- Be respectful and professional
- Honor APS chain of command





- Follow the Open Meetings requirements
- Maintain records and use APS email to comply with Open Records laws
- Abide by board policy & the GO Teams Handbook
- Report suspected child abuse and neglect within 24 hours



Legal
Compliance

- Maintain confidentiality of sensitive information
 - Individual student information
 - Personnel information

CONFIDENTIAL

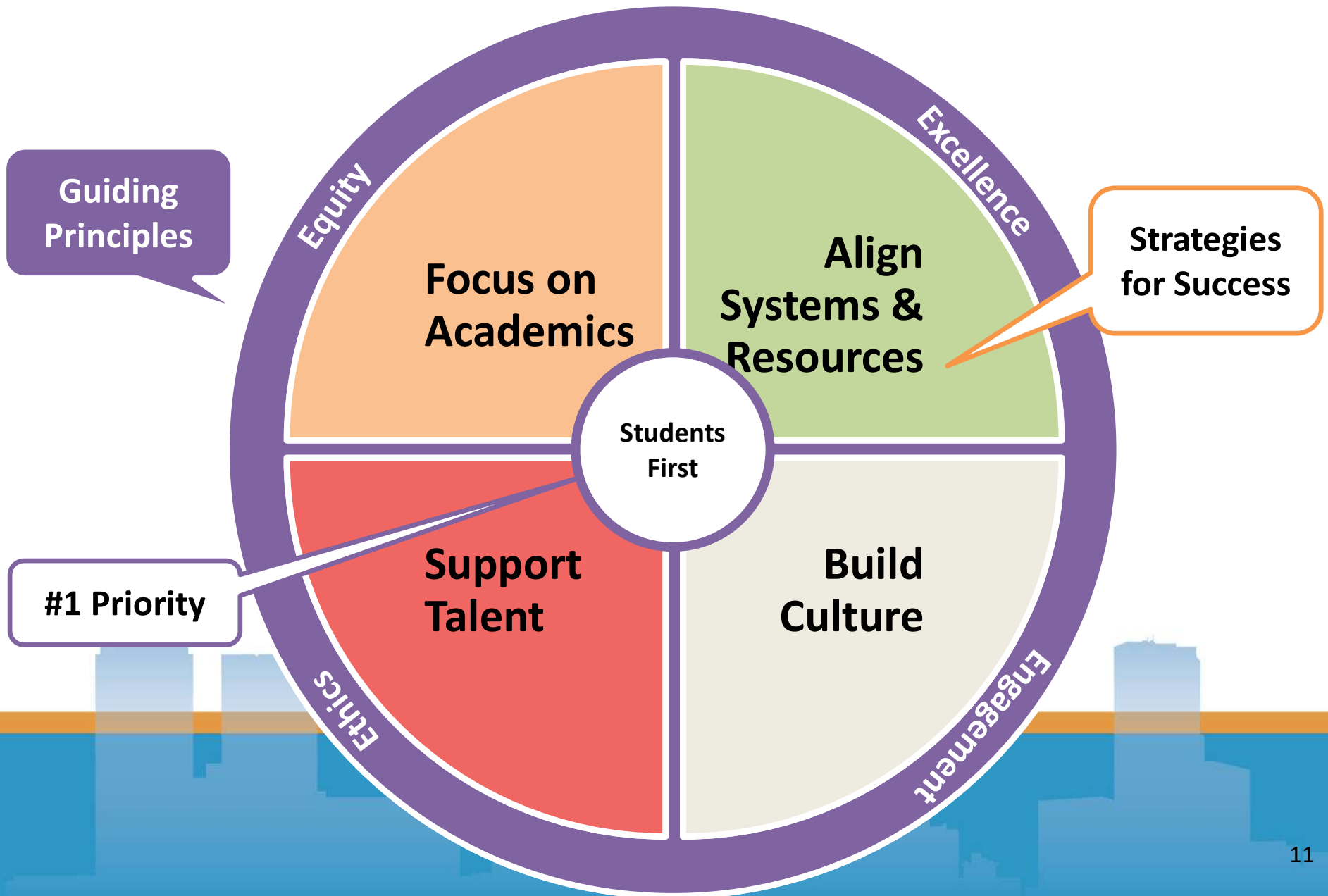


Legal
Compliance

Removal

- Who: Individual team members or whole teams may be removed
- When: At any time
- Why: After lack of attendance, losing eligibility, or violations of the code of ethics
- How: By a 2/3 vote of the team or by the Superintendent upon the recommendation of the District Support Team

Competency Framework



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