

Board of Directors

Operating Protocol Procedures

Board Communications

Board Communication with each other

The following communications procedures are established:

- 1) Deal in a timely and direct manner with concerns and/or conflicts.
- 2) First go to those involved when things are done or said that are inappropriate or disrespectful and provide input/feedback.
- 3) Acknowledge and apologize when or if your words or actions offended anyone.
- 4) Seek to understand the intent of each other's words/actions.
- 5) Accept apologies and extend some "grace" allowing learning to occur.
- 6) Hold each other to our commitment to communicate mutual respect.
- 7) Continually talk to each other "communicate".
- 8) Listen deeply to each other.
- 9) Recognize that all voices are equally important.

Staff Communications to the Board. All communications or reports to the Board or individual Board Directors from staff members must be submitted through the Superintendent. This does not deny any staff member's right to follow appropriate policies to appeal decisions and actions to the Board.

Board Communications to Staff and Public. All official communications, policies, and directives of staff interest and concerns will be communicated to the public or staff members through the Superintendent.

Visits to Schools. Individual Board Directors interested in visiting schools or classrooms will make arrangements for visitations through the Superintendent or designee. Such visits will be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board Directors will be carried out only with the full knowledge of staff, including the Superintendent, principals, and other supervisors.

Social Interaction. Staff and Board Directors share an interest in the schools and in education. When they meet at social affairs and other functions, informal discussion on such matters as

educational trends, issues, and innovations can be anticipated. Discussions of personalities or staff grievances are not appropriate and will not occur.

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