

In order to lead effectively, responsibly, and in the best interests of all constituencies, it is paramount that the Board and Superintendent function as a **Team** – a group of people **aligned on common purpose**. The Team hereby adopts these **seven protocols** as a guide for conduct, relationship with one another, and interaction among the members of the Team. Furthermore, each member commits to holding self and colleagues responsible and accountable for these protocols.

In all we do, we will promote ...

1. **Student-centered decisions**: Every action or decision by a member of the team will be directed toward improving student achievement.

2. **“Mutual success” mindset**: Each member of the team is dedicated to making all other members of the team successful.

3. **“Voice” for our partners**: We will involve the students, staff, parents, community, and partners in policy- making, planning, evaluation, and accountability for performance.

4. **Superintendent as chief executive**: The Superintendent will direct the work of staff. Board members may approach staff for additional information or clarification.

5. **Open-minded & evidence-based discourse**: All team members will be open minded & flexible to ideas and changes that are supported by evidence/data and move the District forward.

6. **Fairness & clear standards for contracted services**: District decisions – including contracts & services – will be based on defined criteria clearly communicated in advance, will be supported by evidence/data, will meet the expectations of governmental/funding agencies, and will be continuously evaluated to ensure “no surprises”.

7. **Personal integrity with responsibility to the collective**: Each member’s responsibility to the team includes: expressing one’s opinion honestly on all issues; respecting the opinion of other members; respecting the decisions of the majority while honoring the rights of individual Board members to express opposing viewpoints and to vote their convictions without personally criticizing other team members; accepting and following through on the decisions of the collective.