

JOHNSTON BOARD OF EDUCATION 2015-2016 OPERATING PRINCIPLES

As members of the Johnston Community School District Board of Education, we are fully committed to implement and to follow the principles as herein set forth.

ADVOCACY

What does the team strongly believe in and is willing to advocate for on behalf of district stakeholders?

- We will assure that our single-most important responsibility is EACH student receives an outstanding education that is recognized in our state as being the highest quality.
- We will support a culture of excellence that maximizes the potential of ALL learners by advocating at the local, state and national levels and by aligning resources that support our mission and goals.

HANDLING CONCERNS

How will stakeholder concerns expressed to or by members of the team be handled?

- We will listen and direct the individual to follow policy related to Chain of Command.
- We will offer to follow up with the individuals in a few days to see how the process is progressing.
- We will inform the superintendent and Board President of the concern as soon as possible.

LEADERSHIP TEAM DEVELOPMENT

What does working as a team mean and require to be in place for positive results to occur?

- We will come to each conversational opportunity with empathy, respect for other's opinions, willingness to share, collaborate and learn, and in the end, support the group's decision to focus on our advocacy.
- We will hold true to our Operating Principles, at all times, to assure agreeable outcomes are achieved.

PLANNING, GOAL SETTING, AND ACCOUNTABILITY

How will the team engage in short- and long-range planning and what are the commitment expectations?

- We will commit to an annual retreat to review strategic plan progress and address and establish yearly goals.
- We will conduct an annual self-evaluation on team goals and Operating Principles.
- We will commit to regular updates on annual goals and strategic plan progress.
- We will commit to a comprehensive appraisal process for the superintendent that is objective and designed to foster continual improvement.
- We will commit to making courageous decisions that support the mission and planning for improvement in the education for EVERY child.

COMMUNICATION

What does effective communication look like between and among team members?

- We will be respectful and confidential.
- We will listen with an open mind and be willing to change based on evidence.
- We will assure that every board member has equal access to all information and a responsibility to become well informed prior to conversations.
- We will understand, respect and adhere to current policies that dictate communications "Chain of Command."
- We will commit to timely, honest and transparent communication among all members of the leadership team.

MEETING FORMAT

How will board meetings be planned for and conducted?

- We will establish agendas mutually with the superintendent and board leadership.
- We will follow established district policy for all individuals or groups desiring an agenda item.
- We will make use of Public Forum offered at the beginning of each board meeting for individuals and groups desiring to present to the board.

