

# Lake Tahoe Unified School District

## RESOLUTION NO. 2020/21-01

### Resolution to Adopt Unity of Purpose, Board Governance Standards, and Protocols

WHEREAS, local boards of education are entrusted by their diverse communities to uphold the constitution, protect the public interest in schools and ensure that a high quality education is provided to each student; and

WHEREAS, local boards must govern responsibly and effectively on behalf of the students and communities they serve; and

WHEREAS, the intent of this resolution is to build unity, create a positive organizational culture, improve the effectiveness of the Board's leadership and governance, and thereby, operate on established Board governance standards and protocols which act as guidelines for the conduct of effective Board-Superintendent relations and Board meetings; and

WHEREAS, because boards can only perform their governance work at board meetings, and they have limited time and often extensive issues that require their attention, the efficiency of these meetings is critical to effective governance; and

WHEREAS, the Board Governance Standards, Protocols and Unity of Purpose will be utilized to enhance our District's effectiveness and to help our community and families to better understand the structure and function of the School Board and Superintendent; and

WHEREAS, the Board of Education and the Superintendent of Lake Tahoe Unified School District, have agreed upon the following Board Governance Standards, Protocols and Unity of Purpose, which shall be reviewed and updated as changes in board composition and superintendent leadership occur. Now, therefore be it

BE IT RESOLVED that the Lake Tahoe Unified School District hereby adopts the following Unity of Purpose, Board Governance Standards, and Protocols:

#### **UNITY OF PURPOSE**

School districts and county offices of education are governed by boards, not by individual trustees. While understanding their separate roles, the board and superintendent work together as a "governance team." This team assumes collective responsibility for building unity and creating a positive organizational culture in order to govern effectively. To operate effectively, the Board and Superintendent must have a unity of purpose.

The Board of Education and the Superintendent believe that its primary responsibility is to act in the best interests of every student in the district. The Board and Superintendent also have

major commitments to parents/guardians, all members of the community, employees, the state of California, laws pertaining to public education, and established policies of the district. To maximize effectiveness and public confidence in district governance, Board members and the Superintendent are expected to govern responsibly and hold themselves to the highest standards of ethical conduct while representing a shared unity of purpose:

1. *We keep the District focused on learning and achievement for all students.*
2. *We communicate a common vision.*
3. *We ensure that a safe and appropriate educational environment is provided to all students.*
4. *We are here to serve the community.*
5. *We ensure opportunities for the diverse range of views in the community to inform board deliberations.*
6. *We value, advocate for, and support, public education.*
7. *We assume everyone is in the room because they care about public education.*
8. *We support opinions with evidence.*
9. *We put aside personal and political preferences and opinions – students' needs and priorities drive our decisions.*
10. *We recognize and appreciate the professional judgment of our staff and their commitment to our schools and students.*
11. *We serve as a model for the value of lifelong learning.*

## **BOARD GOVERNANCE STANDARDS**

1. Board members understand the distinction between the Board roles and District staff roles and delegate administrative functions to the Superintendent.
2. Board members never discuss confidential personnel matters, confidential negotiations matters, or any matters discussed in closed session, with members of the bargaining unit, public, or staff.
3. Every action by a member of the team should be directed toward improving the educational program for students.

4. No individual board member will make or appear to make a decision which appropriately should be made by the entire board. There are five board members. "I am only one equal vote."
5. Each member of the team accepts responsibility for making the team successful.
6. Appointments are made by the Superintendent, but only in consultation with the school board. Personnel changes are to be recommended by the Superintendent. Board input will include only significant and relevant data – never the "pushing" or "pushing out" of individuals.
7. Any substantive complaint or concern made to a board member by the community is to be referred directly to the Superintendent who shall provide response back to the entire Board in a timely manner.
8. There shall be no one who divides or manipulates board members. All team members will seek accommodation and compromise.
9. Loyalty to the entire team includes;
  - a. Participate in the discussion of issues and listening patiently and respectfully
  - b. Being civil and striving to understand points of view
  - c. Respect each individual's opinion
  - d. Accept and live with the action of the Board – prior disagreements are deemed closed after action is taken
  - e. Read board packets prior to meeting, bring questions or concerns prior to the meeting
  - f. Attendance at meetings is given highest priority
10. The board will conduct regular and timely evaluations of the superintendent based on the vision, goals and performance of the district, and ensure that the superintendent holds district personnel accountable.
11. The board will periodically evaluate its own effectiveness.

## **BOARD PROTOCOLS**

1. Discussions are conducted professionally, exhibiting attentive listening, mutual respect, politeness and calm, despite different opinions.

2. New issues or items raised at a public meeting or otherwise that are concerning school operations will be referred to the Superintendent, and the Superintendent will respond accordingly.
3. All board members are to be apprised by the Superintendent in a timely manner of any incident to which they may be called upon to answer and explain.
4. Questions and clarification of board agenda items are to be communicated to the Superintendent prior to the board meeting, and the Superintendent will respond in a timely and efficient manner.
5. Individual requests for reports, surveys, projects, etc., will be directed only to the Superintendent and responses will be directed to the entire board.
6. Unsubstantiated rumor, innuendo and information from anonymous sources are not to be pursued except by and in the judgment of the Superintendent.
7. No individual board member is to come between the Superintendent and his/her staff and members in an attempt to undermine the Superintendent. Board members, as their time permits, are encouraged to visit school sites and attend school functions, but will not interrupt instruction or employees at work. All substantive contacts between a board member and staff are to be reported to the Superintendent as soon as possible.
8. Any concern reported to the Superintendent by a board member is to receive the appropriate priority, with the disposition of the matter communicated to all of the Board.
9. Individual board members will not use the media as a personal forum. The Superintendent is the district designee to talk to the press/media. The Superintendent may consult with Board members to develop a public statement.
10. Board members will make their best effort to meet with the Superintendent, individually, at least once per month.

PASSED AND ADOPTED THIS 21<sup>st</sup> day of July, 2020 at a regular meeting of the Board of Education, by the following vote:

AYES: Larry Reilly, Troy Matthews, Bonnie Turnbull, Brandi Bannister, Lauri Kemper

NOES:

ABSENT:

ABSTAIN:



Todd A. Cutler, Ed.D., Superintendent



Larry Reilly, Board President



Troy Matthews, Board Clerk



Bonnie Turnbull, Board Member



Brandi Bannister, Board Member



Lauri Kemper, Board Member

