

CENTRAL UNION HIGH SCHOOL DISTRICT

Board Norms, Adopted March 10, 2020

Norms are a set of statements that describe how the group operates. The agreed upon norms converts values into behaviors by describing how Governance Team Members act. Norms are to be reviewed annually by the Board and revised as needed.

Board Norms

Board Interactions

- We will treat each other with respect at all times by being cordial and engaging in active listening.
- We will respect differences and opinions of other board members.
- We will exhibit respect for each other at all times.
- We will practice active listening.
- We will allow all board members the opportunity to speak without interruption.
- We will be aware of nonverbal as well as verbal behaviors and we will be accountable for self-behaviors and their impact on board activities.

Communication & Constituent Interactions

- We will respect staff, employees, parents, students and other stakeholders verbally and nonverbally at all times.
- We will speak with one voice.
- We will respect different opinions of each board member; engage in compromising and consensus until we reach a decision as a collective board, while supporting the decision in words and actions, privately and publicly.
We will recognize and respect a single official voice as that of the Board President (or Clerk, as appropriate).
- We will speak with clarity about the role of the board.
- We will seek to understand and respect diverse opinions and perspectives espoused by board members and others.
- We will assist parents, the community and other stakeholders in following the designated protocol for the chain of command.

Interaction with District Administrators & Staff

- We will do our best to remain informed of incidents within the District.
- We will recognize that the Superintendent is the only employee that reports directly to the Board of Education.
- We will not attend staff meetings and/or staff training unless invited.
- We will respect all administrators and staff of the Central Union High School District.

Interpersonal Relationships

- We will engage in responsible, intentional, and continuous relationship building with board members, the superintendent, the administration, teachers, staff, and other stakeholders.
- We will work consistently to respect, support, and empower the superintendent as he carries out his duties to the school district and the community.

- We will strive to become culturally competent, respecting the cultural difference of board meetings and others.
- We will strive to encourage open and honest communication with board members, the superintendent, the administration, teachers, staff, parents, students, and other stakeholders on a consistent and continuous basis.
- We will strive to work with board members with a spirit of harmony, cooperation, respect, and connectedness.
- We will work to empower the board as a whole, to carry out its responsibilities.

Time Management

- We will use best efforts to be on time for all meetings and when unable to do so to provide the chair and staff with notice of said delay.
- When late or absent board members will assume responsibility to be briefed on the items or information missed.
- We will read all materials provided in preparation for all regularly scheduled board meetings.
- We will respect each other's time, by being brief in our comments, adhering to reasonable time constraints and avoiding the repetition of comments already made by other board members.
- We will not rush discussions or deliberations for personal reasons
- We respect time allotted for all presentations at board meetings and if the allotted time has ended we will follow Robert's Rules of Order for extending the discussion.

Media and Public Relations

- We will respect different opinions of each board member; engage in compromise and consensus until we reach a decision as a collective board, while supporting the decision in words and actions, privately and publicly.
- The President (or Clerk, as appropriate) will respond to any and all official and public inquiries directed to the full board; providing official statements and responses on behalf of the full board.
- We will respect and remain mindful of the different roles within the school system, including, but not limited to the school board, the superintendent, the administration, teachers, and staff.
- We will ensure that any communication with the media about the Central Union High School District is helpful, and not harmful.