

TREATMENT OF STUDENTS, PARENTS/GUARDIANS & THE PUBLIC

With respect to interactions with all stakeholders (students, parents/guardians, and the public), the Superintendent shall not cause or allow conditions, procedures, actions or decisions which are unlawful, unethical, unsafe, disrespectful, disruptive, undignified or in violation of Board policy.

Accordingly, the Superintendent shall not:

1. Fail to maintain an organizational culture that treats all stakeholders with respect, dignity and courtesy and that includes:
 - a. Open, honest and effective communication in all written and interpersonal interaction. This includes providing communication in other languages as needed.
 - b. Respect for others and their opinions.
 - c. Focus on common organizational goals as expressed in Board policies.
2. Fail to establish policies and procedures to ensure organizational compliance with all federal and state laws, including those dealing with any form of illegal discrimination.
3. Use methods of managing information that fail to protect confidential information.
4. Fail to provide and communicate a process for the timely handling of complaints.
5. Fail to involve stakeholders in an advisory capacity regarding district-level matters at the board's direction.
6. Tolerate any behaviors or actions that hinder the academic performance or the well being of students.

In addition to the above, with respect to interactions specifically with students and/or their families, the Superintendent shall not:

1. Fail to develop a comprehensive school safety program and protocols.
2. Fail to invite student and parent/guardian evaluation (via survey) of their educational experience.
3. Fail to provide options to help meet individual student needs and learning styles, including alternative programs.
4. Fail to encourage parent/guardian involvement, including:
 - a. Specific strategies for each level, including elementary, middle and high school,
 - b. Parental / guardian involvement in academic, social-emotional and cultural aspects of schooling.
5. Allow fundraising that imposes undue burden on students and their families.
6. Fail to provide timely notice to parents/guardians and students about academic calendar changes.
7. Fail to ensure that secondary students and their parents/guardians can access frequently updated student assignment and grade information.
8. Fail to protect students and parents/guardians who have voiced complaints from staff retaliation within the school environment.
9. Fail to ensure that all policies and procedures regarding discipline are enforced consistently using reasonable judgment. Policy shall not fail to include:
 - a. A means of communicating discipline policy to all students annually;
 - b. Prohibition of illegal drugs (including marijuana), alcohol or tobacco products by students and adults on school property and at school-sponsored events;

- c. Prohibition of weapons by students and adults on school property and at school-sponsored events in accordance with GBJ-AR (with exceptions pursuant to state law).
 - d. Consequences that hold students accountable for their behavior while emphasizing reparation, inclusion, and reintegration.
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Replaces: BD GOV A.1
BD GOV A.1.A
BD GOV A.1.B

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Monitoring Method: report to the Board
Monitoring Frequency: annually