

## **TREATMENT OF STUDENTS, PARENTS/GUARDIANS & THE PUBLIC**

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With respect to treatment of 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, imprudent, discriminatory, or in violation of commonly accepted business and professional ethic and practices and Board Policies.

Accordingly, the Superintendent shall not fail to:

1. Maintain an organizational culture that treats all stakeholders with respect, dignity, and civility that includes:
  - a. Open, honest, and effective communication in all written and interpersonal interaction, including through translation/interpretation into languages other than English as needed.
  - b. Respect for others and their opinions that models civil discourse.
  - c. Intentional elevation of historically and currently underrepresented voices.
  - d. A focus on common organizational goals as expressed in Board Ends and Policies.
2. 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 protect confidential information.
4. Provide and communicate a process for the timely handling of complaints.
5. Involve diverse stakeholders in an advisory capacity regarding district-level matters at the Board's direction, including at a minimum the Budget Committee, Sites and Facilities Committee, and Equity Coalition.
6. Interrupt any behaviors or actions that hinder the academic performance or the social-emotional and mental health of students and their well being.
7. Ensure the use of trauma-informed practices across organizational environments.

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

1. Develop a comprehensive school safety program and protocols, that includes secure campuses, threat assessment, emergency planning, and communication on safe storage practices of firearms.
2. Develop and implement a common plan and protocol to ensure the learning environment of students is not disrupted on school premises, regardless of immigration status.
3. Survey students and parents/guardians on at least an annual basis to assess their educational experience in alignment with Board Ends.
4. Provide options to help meet individual student needs and learning styles, including alternative programs.
5. Encourage parent/guardian involvement.
6. Require fundraising efforts do not impose undue burden on students and their families.
7. Provide timely notice to parents/guardians and students about academic calendar changes.
8. Ensure that secondary students and their parents/guardians can access frequently updated student assignment and grade information.
9. Protect students and parents/guardians who have voiced complaints from staff retaliation within the school environment.

10. Ensure that all policies and procedures regarding discipline are enforced consistently using reasonable judgment. Policies and procedures shall not fail to include:
    - a. Practices that are restorative and hold students accountable for their behavior while emphasizing reparation, inclusion, and reintegration.
    - b. A means of communicating discipline policy to all students annually.
    - c. Prohibition of illegal drugs (including marijuana), alcohol, tobacco, or vaping products by students and adults on school property and at school-sponsored events.
    - d. 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).
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Replaces: BD GOV A.1  
BD GOV A.1.A  
BD GOV A.1.B

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