

Staff Relationships

EL-3

With respect to interactions with district staff, the Superintendent shall not fail to ensure an organized, mission focused and empowering culture exists for all employees in the service of students.

Accordingly, the Superintendent may not:

1. Fail in having a long-term plan for the district that has gained the support of all stakeholders and is approved by the Board.
2. Fail to provide positive, mission focused professional development opportunities for all staff.
3. Fail to treat staff with respect, dignity and concern for their well-being.
4. Fail to handle personnel matters in a fair, appropriate and impartial manner.
5. Fail to appropriately and effectively delegate decision making to the appropriate level in a manner that empowers distributed decision-making.
6. Fail to recognize the good work that staff achieves on behalf of students.
7. Fail to recruit the best staff possible to achieve the mission of the district.
8. Fail to effectively manage employee union negotiations with minimal impact on district services to students.
9. Fail to implement a process for calendar development that allows stakeholder input.

Adopted: May 27th, 2014

Monitoring Method: Internal Report

Monitoring Frequency: Annually in August