For the purpose of enhancing teamwork among members of the board and between the board and the administration, we, the members of the Tenino School District Board of Directors, do hereby publicly commit ourselves collectively and individually to the following operating protocol:

**BOARD FUNCTIONS**

**Students come first.** We agree to make decisions based on what is best for our students.

**The Board will act as one body.** Individual board members do not possess authority. Only the board as a whole has authority. We agree that an individual board member will not take unilateral action. We agree to uphold the majority decision of the board regardless of individual vote or opinion. The board chair will communicate the position(s) of the board regardless of individual vote or opinion.

**Practice the governance role.** We agree to establish the vision, create policies and assure accountability. The superintendent will manage the schools.

**Open communication requires trust, respect, and a fundamental belief in goodwill among board members and the superintendent.** We agree to avoid words and actions that create a negative impression on an individual, the board or the district. While we encourage debate and differing points of view, we will do it with care and respect to avoid an escalation of negative impressions or incidents.

**Clearly stated goals.** We agree to set clear goals for ourselves and the superintendent. We, with the superintendent, will set clear goals for Tenino School District. Goals will be evaluated to measure success of achievement or determine corrective direction needed for successful achievement.

**RELATIONSHIP WITH THE SUPERINTENDENT AND STAFF**

**Communications between staff and the board are encouraged.** However, we agree board requests that will likely require considerable time or have political implications are to be directed to the board chair and/or superintendent. We agree to direct all personnel complaints and criticisms received by the board or its individual members to the superintendent.

**Follow the chain of command.** The last stop, not the first, will be the board. We agree to follow the chain of command and insist that others do so. While the board is eager to listen to its constituents and staff, each inquiry is to be referred to the person who can properly and expeditiously address the issue.
**Utilize superintendent input.** We agree the superintendent should make recommendations, proposals, or suggestions on most matters that come before the board. He/she is also encouraged to have district personnel present topics at meetings to provide a representative picture of school district operations.

**BOARD MEETINGS**

**Board members come to Board meetings prepared.** If a Board member believes he or she does not have enough information or has questions, we agree to call either the Superintendent or the board chair before the board meetings to obtain the necessary information.

**Board chair and the superintendent shall review agenda and procedures prior to meeting.** If board members want an item added to the agenda, they will speak with the superintendent and/or board chair prior to the meeting. Exceptions can be made for time sensitive issues with approval from the board.

**Speak to agenda issues.** The board will not play to the audience. We agree to speak to the issues on the agenda and attend to our fellow board members. Facts and information needed from the administration will be referred to the superintendent.

**Board meetings are efficient and effective.** We agree board meetings are for information, discussion, and action.

**Conduct at a Board meeting is important.** We agree to avoid words and actions that create a negative impression of an individual, the board, or the district. While we encourage debate and differing points of view, we debate and differ with care and respect.

Agreed upon this ______ day of October 2018.

________________________________________  __________________________________

Board Member                                           Board Member

________________________________________  __________________________________

Board Member                                           Board Member

________________________________________  __________________________________

Board Member                                           Superintendent