

Collective Commitments

These collective commitments are a reflection of how we intend to interact and work with each other. This framework will guide our individual interactions and strengthen the relationship for the purpose of advancing education for the students in the Cochrane-Fountain City School District.

<u>Belief/Value</u>	<u>Description</u>
Vision	Our success depends on our collective ability to be future-oriented, forward thinking, and a willingness to embrace effective practices to provide a well-rounded educational experience for our students.
Accountability	We will use data and personal reflection to review and evaluate our actions and initiatives.
Communication	We will model open and direct communication and honor the communication protocols.
Move Forward	We will acknowledge and learn from the past but we will not let the past dictate our future actions.
Problem-Solving	We will strive to solve conflicts, disagreements, and problems in a productive and respectful manner.
Responsibility	We will focus on student achievement and well-being.
Safety	We will work toward and promote a welcoming and safe environment for board members and administration in their interaction with one another.
Teamwork	We will work together as a team, modeling kindness, understanding, integrity, ethical conduct, and respect for each other and the team in order to advance the mission of the school district.

Communication Protocols

1. Email contacts, in general.

We are free to respond to someone who contacts us by email. We should be careful to limit our responses to thanking the writer, etc., and not getting into the substance of their message. This is because any issue they raise may come before us formally, at which time we will get a complete view of the issue under discussion. If something demands a response, the Board President will respond.

2. Contacts from students and parents regarding staff.

Parents or students may contact us with concerns or complaints. They should be directed to go through the following steps:

- a. Contact the teacher (if classroom-related)
- b. If unsatisfied there, contact the Principal
- c. If unsatisfied there, contact the Superintendent
- d. If the issue remains unresolved, the Superintendent will direct the parent/student to contact the Board President. The Board may take up the matter at that point.

3. Contacts from Teachers or Staff

There are two potential avenues for trying to resolve teacher concerns:

1. Suggest the Teacher/ Staff member talk to the Principal or Supervisor to resolve the problem
 2. The board member can contact the Superintendent, who will ask the Principal or Supervisor to get in touch with the teacher to resolve the issue
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- a. If the issue is not resolved at the Principal/Supervisor level, the board member may refer the Teacher/Staff member to contact the Superintendent.
 - b. If the issue is not resolved at the Principal/Supervisor or Superintendent level, the Board may take up the matter at that point

The goal is to solve problems at the lowest level possible. Board Members who become involved in or advocate for an issue prior to the issue coming before the Board may have to recuse themselves from the discussion or decision at that point. If the Board Member is related to or personal friends with the person bring forward the issue, that Board Member may have to recuse themselves, as well.

In addition, there is usually more than one side to a story. If/when a matter comes before the Board; we will have the opportunity to hear all sides of the issue.

Finally, it erodes trust of administrators are bypassed, or are not given the chance to resolve problems.

4. Contacts from the press

Usually it is appropriate for the Board President to speak on behalf of the Board. At times, a reporter might be looking for comments from more than one person to add interest to the story. Board Members should follow the direction of the Board as a whole and use good judgement as to when and how it might be appropriate to respond.

We agree to abide by these Collective Commitments and help hold each other accountable to do the same. We agree to be honest with each other about how actions have affected us or are perceived by us.

Signed this day by