

Group Norms/Guidelines

~ Caledonia Community Schools BOE~

We will focus on oversight, governance, and policy with a broad lens. We will not get involved in daily operations and staffing concerns.

We will keep our focus on the best interest of our students. We will be advocates for public schools and remain responsive to the community by listening to all ideas and needs.

All authority and accountability of staff - as far as the BOE is concerned - is considered to be the authority of the Superintendent.

We will wait to speak until a team member has finished talking - facilitate orderly discussion by speaking when recognized.

We will communicate openly and honestly with each other.

We will respect differences and opinions of other board members. We will show respect - never dismiss or devalue others.

Each member will take responsibility and commit to the CCS BOE for the work of the team. We will each be responsible for the success of the meeting, workshop, and committee; be prepared, read all materials ahead, address concerns/ask questions, be engaged, and participate equally.

We will respect team meetings, workshops and committees: start on time, return from breaks promptly, avoid unnecessary interruptions, meeting attendance expectations of 80% minimum to hold an officer position, communicate absences to chairperson, follow-up after missed meetings with President or Vice-President for updates.

Whenever possible, all questions to the Superintendent go through the BOE President or Vice-President to be communicated to the entire Board as appropriate.

When we have a difference of opinion, we will debate the facts of the situation and avoid personalities. We will address processes - not personalities.

After decisions are made regardless of personal perspective, the board will speak with one voice.

Recognize that the BOE President and the Superintendent act as the key spokespeople for the district.

The Board shall commit to regular Strategic Plan maintenance/review including goal achievement measures and time frames.

We will understand the importance of maintaining confidential information when directed.

We will work with transparency to make sure there are no hidden agendas or surprises and that all issues and concerns can be dealt with openly by all members.

We will work toward the future - learning from the past.