

VII. TEAM INTERACTIVENESS

Statement: We are responsible for quality interaction with each other as board team members.

1. Each person is accountable to the board team for his or her own actions.
2. Each person is encouraged and expected to express his or her point of view during committee and Board meetings.
3. Each board member must remain receptive to divergent views of other members.
4. A board member must not speak negatively about another board member.
5. Should concerns about another board member arise, the person with the concern must share his or her views with the individual.
6. If a resolution of the concern is not reached between two board members, a third person on the board will be mutually identified to assist in the resolution of the concern. There may be times this resolution involves the entire board.

VIII. MEETING FORMAT

Statement: We conduct our meetings in an open and orderly fashion.

1. Board meeting agendas are developed cooperatively by the board president and the superintendent. Individual board members may request items be placed on the agenda, subject to the approval of the board president.
2. Board meeting agendas are open and publicized to encourage meaningful dialogue.
3. Potentially controversial issues will be thoroughly addressed with appropriate supporting documentation before any decision-making activity occurs.
4. Executive sessions will be used ONLY as necessary and consistent with state regulations in areas such as personnel, land acquisition, litigation and negotiations.
5. The board welcomes input from the public during the scheduled public forum of each meeting. However, the board will respond according to procedure to the issues raised, which may include referral to a board committee. The Board chair will adhere to consistent allocation of time for each speaker during the public forum.
6. Each board meeting during the academic year will have a portion of the meeting devoted to a segment on student success within the district.
7. We will maintain a student board member program.
8. All board committee agendas will be sent to all members of the board. Non-committee members wishing to attend specific meetings will make their requests through the superintendent's office.

IX. TEAM DECISION-MAKING

Statement: The team will use the following guidelines for board decision-making.

1. Read and study all necessary documentation prior to a discussion.
2. Support the district committee process by:
 - Receiving input from persons to be affected by the decision.
 - Analyzing and organizing collected data.
 - Developing multiple options, which include potential impact on finance, facilities, and staff.
 - Presenting those solutions to the board with a recommendation.
 - Providing a plan to implement the decision, which contains an on-going monitoring system.
 - Seeking opportunities to receive input prior to decision-making.
3. Strive to reach a board consensus prior to a vote.
4. Support the decision and its effective implementation.

X. PLANNING, GOAL SETTING AND ACCOUNTABILITY

Statement: We will strive to ensure accountability through a methodological and orderly process.

1. The board team is committed to a comprehensive planning process leading to mutually acceptable goals with supporting indicators for accountability.
2. The board will commit to a comprehensive goal setting process that will form the basis for specific actions and results within the district.
3. The board will commit to at least one annual retreat to review previous years' goals, modify existing goals, and develop new goals.
4. The board will be vigilant toward community educational planning with respect to working with other school districts, community agencies, business and industrial partners.

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BOARD OF EDUCATION

OPERATING PRINCIPLES



I. EDUCATIONAL ADVOCATE

Statement: We are advocates for successful and equitable opportunities for ALL students in this district.

1. Board team members pledge high levels of support for programs within the district which are aimed at increasing the learning opportunities of all our students.
2. Board team members believe that the single most important responsibility of this team is to ensure the education of our youth.
3. Each board team member will seek and communicate support for the progress being made in education in this district.
4. Each board team member will adhere to supporting Board decisions once a majority vote has been taken.

II. TEAM FOCUS

Statement: We will seek ways to meet the learning needs of students, families, and community.

1. Each board team member has the freedom, opportunity, and responsibility to express his or her own beliefs about quality education. Sharing such beliefs within the board will promote honesty and integrity and will be accepted as such by other board team members. Board team members recognize and appreciate the diverse backgrounds and experiences of other board team members.
2. The board and administrative group will work as a team in conjunction with others to have a clear vision to meet the needs of the learners in the school district.
3. Each board team member must realize that the Board of Education is responsible for doing what is in the best interest of all learners in the district's schools.

III. PERSONAL DEVELOPMENT

Statement: We are supportive of life-long learning for employees of the District and Board members.

1. We believe excellence in student growth and education is best assured through continuous personal and professional development
2. We believe the Board and superintendent must provide leadership and an example that life-long learning of all people in our district is essential.
3. We will set goals on an annual basis to ensure our continued growth and education as team members and strengthen educational focus.
4. Board members must commit the appropriate amount of time necessary to fulfill their board role. Essential expectations include:

BOARD OPERATING PRINCIPLES

- Learning about the school district, and district policies, procedures, and role in the community and the state
- Attendance at all school board meetings,
- Participation on assigned committees,
- Visitations in schools and classrooms,
- Participation in regional, state and national conferences.

IV. POSITIVE RELATIONSHIPS

Statement: We recognize that it is essential to develop and maintain healthy, positive working relationships. We shall do the following:

1. Strive to see the good in others.
2. Refrain from speaking negatively about another board team member.
3. Look for and recognize the positive contributions of each board team member.
4. Seek ways to turn obstacles into opportunities.
5. Maintain a sense of hope, optimism, and humor in working together.
6. Seek ways to foster interpersonal understanding.

V. OPEN COMMUNICATION

Statement: We are committed to communication that promotes openness and understanding of the unique perspectives of individuals.

1. Effective communication requires high levels of trust.
2. Open channels of formal and informal communication will be established and maintained among all members of the board team. Communication will occur through a variety of avenues, including:
 - regular updates
 - small group meetings
 - distribution of committee minutes and agendas
 - other forms of communication
3. Board team members will refrain from deceiving one another.
4. Board team members should offer praise to district employees personally.
5. Criticism of individuals in the district should not be communicated personally to them and should not be aired at meetings. The superintendent should be informed of concerns.

6. Information permitted by statute (personnel, litigation, real estate acquisition) to be discussed in executive session will remain confidential. Sharing of such information with unauthorized persons at any time is totally unacceptable and carries with it the possibility of public censure.
7. If the superintendent needs to communicate concerns about another board team member, the first step will be to discuss the matter with the person involved. If a resolution is not reached at this time, a mutual plan of action will be developed to ensure a resolution of the issue.
8. Board team members must agree to operate as a team. As such, they will conduct themselves in accordance with district expectations which include, but are not limited to, the following:
 - Personal requests for information will be channeled through the superintendent's office.
 - The superintendent will be notified of issues which are causing attention of members of the board team.
 - The superintendent will be the recipient of appropriate information regarding issues needing investigation (i.e., names of people making complaints, specific instances regarding the complaints, etc.).

VI. PUBLIC CONCERNS

Statement: We will handle public concerns in tactful, orderly and effective ways. We shall do the following:

1. Listen to the individual's concern.
2. Explain that the board team and administrative team have established a process for handling concerns.
3. Ask if he or she has discussed the issue with the person immediately responsible.
4. Express appreciation to the individual for presenting the concern.
5. Affirm the desire to reach a satisfactory solution.
6. Encourage the person to follow the established process.
7. Assure the person that the superintendent will be informed of a significant complaint. However, affirm that the chain of command procedure must be followed.
8. Ask the person to report back on the progress or resolution of the concern, if appropriate.