



RELATIONSHIPS

District communications and interpersonal relations internally and externally with individuals and groups shall be fair, respectful and dignified. In this respect the superintendent shall:

1. Operate with communication guidelines in place to address trustee, staff, volunteer, parent and community concerns and inquiries;
2. Enable public appeal to the board when it is alleged that board policy or operational procedure has been violated or does not adequately address an issue;
3. Facilitate the enhancement of intercultural relations, attend to the interests and concerns of diverse groups, and enable the expression of interests and concerns of those who may require learning supports;
4. Manage information in such ways that confidential information is protected;
5. Maintain an organizational culture that values diversity of opinion, reasonably includes individuals in decisions that affect them, enables open and honest written and interpersonal communications, and focuses on achievement of district goals;
6. Administer clear personnel rules and procedures for employees including processes for recruitment, selection, and formative and summative performance evaluation, professional development, promotion, transfer, suspension, and termination;
7. Ensure a safe, healthy and respectful environment for learning and working that recognizes the rights and dignity of all;
8. Ensure employees, board members, volunteers, students, family and community members are free from any form of harassment while on district related business;
9. Conduct reasonable background checks and inquiries about volunteers or other individuals prior to utilizing the services of any person who may have contact with students;
10. Ensure the public and employees are acquainted with their rights and responsibilities under Operational Procedure 108 (Process for Addressing Parental and Public Concerns).

Legal References:	<i>School Act Sec. 11</i>
Monitoring Method:	<i>Internal/Superintendent</i>
Monitoring Frequency:	<i>Annual</i>
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