



## *King Philip Regional School Committee*

### **King Philip Regional School Committee Protocols**

#### **Who the School Committee Represents**

- We represent the needs and interests of all the students in the district.
- We will strive to represent common interests rather than factions. We will make decisions that are best for students in all cases: *all* means *all*.
- We will advocate for the King Philip Regional School District and public education. We readily accept our roles as ambassadors of the school system, promoting support for public education and spreading the news of our success.
- We recognize the importance of working collaboratively with town officials to improve our schools and actively seek ways to enlist their support for our efforts.

#### **How the School Committee Conduct Business**

- We will conduct our business through a set agenda. Emerging items will be addressed in subsequent meetings through agenda items.
- We acknowledge that a School Committee meeting is a meeting of the School Committee that is held in public – not a public meeting, and we will make every effort to ensure that that Committee meetings are effective and efficient.
- We will base our decisions upon available facts, vote our convictions, avoid bias, and uphold and support the decisions of the majority of the School Committee once a decision is made.
- We will consider research, best practice, public input and the financial impacts in our decision making.
- We will debate the issues, not one another.
- We will build trusting relationships.
- We will honor the confidentiality of the discussions when executive sessions are held.
- We will respect staff and fellow Committee members at all times.
- We will work to build trust between and among School Committee members and the Superintendent by treating everyone with dignity and respect, even in times of disagreement.

#### **How the School Committee Communicates**

- We recognize the importance of proactive communication and agree that there will be no surprises. If School Committee members have questions or concerns, they agree to contact the Superintendent well in advance of the meeting.

- We agree to ask the School Committee Chair or the Superintendent to plan an item on the agenda instead of bringing it up unexpectedly at a meeting.
- We will channel requests for information through the Superintendent and School Committee Chair rather than directly to staff. The Superintendent will ensure that each member has equal access to this information.
- We will speak to the issues on the agenda, not engage in inappropriate debate. Facts and information needed from the administration will be referred to the Superintendent.
- We will recognize a single official “voice” of the Committee.
- We will speak as individuals and not for the Committee except when reporting a decision of the majority of the School Committee when we attend meetings of other committees or boards as liaisons from the School Committee.
- We will speak as individuals and not for the Committee when using social media and will clearly note this fact when posting.

### **How the School Committee Improves**

- We will provide continuing education opportunities and support to each other.
- We agree to participate in formal training organized by the Superintendent and the School Committee Chair.
- We will model continuous learning in our roles as members of the governance team.

### **How the School Committee’s Powers Are Limited**

- We agree that it is the responsibility of the Superintendent to oversee the hiring evaluation and handling of personnel issues; it is the responsibility of the Committee to evaluate the Superintendent’s effectiveness in these matters.
- We will leave the day-to-day operations to the Superintendent and staff.
- We will recognize that authority rests only with the majority decisions of the school committee and will make no independent commitments or take any independent actions that may compromise the School Committee as a whole.
- We will follow the chain of command and direct others to do the same. Personnel complaints and concerns will be directed to the Superintendent. We will not use our positions for personal gain or partisan advantage.

### **How the School Committee Reacts When Things Go Wrong**

- We will work together to clarify and restate discussions in order to strive for full understanding.
- We recognize the importance of honoring our agreed upon norms and we agree to take responsibility for reminding one another when we get off track.
- We will maintain fidelity to these commitments and will be held accountable to our fellow School Committee members should any one of us fail to live up to these commitments. If a School Committee member or the Superintendent violates any of the above-mentioned commitments in any way, they will be referred to the Chair or Vice Chair to determine next steps.

Approved: September 7, 2021