

**Policy Type: Governance Process****Board Member Covenants**

In order to build effective relationships between Board members, Board members shall establish a system of communication that builds on mutual expectations and trust.

Accordingly, Board members have voluntarily agreed to strive to:

1. Exercise honesty in all communication;
2. Demonstrate respect for each other's opinions;
3. Focus on issues, not personalities;
4. Assume and practice trust;
5. Maintain focus on shared goals;
6. Communicate in a timely manner to avoid surprises;
7. Withhold judgment on issues until fully informed;
8. Seek first to understand rather than be understood;
9. Criticize privately, praise publicly;
10. Use executive sessions appropriately and judiciously;
11. Maintain confidentiality, to the extent possible;
12. Follow the chain of command
13. Openly share personal concerns, issues and agendas;
14. Assume a non-defensive posture, taking the initiative to communicate and ask questions for clarification;
15. Share information and knowledge;
16. Give direction as the whole, not as individuals;
17. Make every reasonable effort to protect the integrity and promote the positive image of the district and one another; and
18. Once the Board has taken final action on a matter before it, we will publicly support the decision;

Once the Board has taken final action on a matter before it, we will

- Continue, at our individual discretion, to state our individual viewpoints about the matter, but will do so by first describing the majority decision and rationale and then clearly identifying any individual comments as such; and
- Consider whether public criticism of the majority decision will be constructive or destructive to implementation of the decision or to the effective functioning of the school district—this covenant is not binding with regard to whether the board member will comment, but only requires that the board member consider the impact of his or her comments before making a public statement.

**Adopted by the Board: November 16, 2021**

**Monitoring Method: Board self-assessment**  
**Monitoring Frequency: Annually in December**