

## **BOARD-STAFF COMMUNICATIONS**

The success of any school system requires effective communication between the Board of Education and school staff. Such communication is necessary for facilitating proposals for the continued improvement of the educational program and for the proper disposition of personnel problems which may arise.

The main goal of both the Board and the staff is to provide the best possible educational opportunities for the entire community. To achieve this end, good Board-staff relations must be maintained in a climate of mutual trust and respect. At the same time, the Board in exercising its public trust cannot transfer its responsibilities to the staff.

In accordance with good personnel practice, staff participation in the development of educational and personnel policies will be encouraged and facilitated. The Superintendent of Schools, as professional leader of the staff and the chief executive of the district, will develop appropriate methods to keep staff fully informed of the Board's initiatives, concerns and actions. The Superintendent will also create mechanisms to receive staff input, as appropriate.

All communications and reports to the Board from staff members and staff organizations will be submitted to the Board through the Superintendent. All official communications, policies, and directives of staff interest and concern will be communicated to staff members through the Superintendent. However, this will not be construed as denying the right of any staff member to appeal any action or decision of the Superintendent to the Board.

All effective means of facilitating channels of communication between the Board and staff will be explored in order to promote close and cooperative action for the continued improvement of the educational program and the mutual benefit of the school system and the community.

Cross-ref: 1400, Public Complaints  
9140.1, Staff Complaints and Grievances

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