

Policy Type: Executive Expectations**Staff Support and Interactions**

A district that fosters the motivation, morale and satisfaction of its employees generates higher levels of employee performance, retention and student achievement. Attracting, empowering, and retaining quality educators is key to cultivating a district of excellence. Therefore, with respect to hiring and treatment of paid and volunteer staff, the Superintendent is expected to establish and maintain an empowering, positive, and motivating work environment that is safe, respectful and conducive to our mission and District Purpose.

Accordingly, the Superintendent will:

1. Promote and perform procedures, actions and decisions which are lawful, ethical, respectful, encouraging, and dignified.
2. Model and ensure that actions, communications and attitudes promote the performance, autonomy, motivation, and well-being of staff.
3. Ensure an environment where staff is comfortable and welcomed to provide new ideas; discuss questions, issues, or concerns; and provide non-disruptive expression of dissent/disagreement, without fear or direct/indirect retaliation, and with expectations of being heard and genuinely considered.
4. Provide staff with the support and resources necessary to minimize student misbehavior and classroom disruptions, ensuring a respectful and optimal environment for effective teaching and learning.
5. Prohibit building policies or actions that may overburden staff or diminish their performance or morale.
6. Annually assess and address any needed improvements in the climate, culture, satisfaction and motivation of employees through a Districtwide survey and publish findings.

Adopted: September 9, 1998

Revised: 05/01, 09/05, 10/05, 05/08, 11/17