



## ROBBINSDALE AREA SCHOOL BOARD

### *Statement of Roles, Core Values, and Norms*

*Adopted February 16, 2016*

**The Mission** of the Robbinsdale Area Schools is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

#### **ROLES**

As members of the Board of Education for the Robbinsdale Area School District, we are committed to staying true to our roles as:

- **Champions** for ALL of the children;
- **Ambassadors** for the school system;
- **Stewards** of the system's resources; and
- **Trustees** of the Mission and Unified District Vision, goals, and core values of our system.

#### **CORE VALUES**

In doing so, we share a set of core values which form the backdrop that guides our decisions and actions:

- **Equity:** Ensure access, opportunity, and excellent outcomes for ALL students while eliminating gaps in performance based on race, socio-economic status, language, etc. Discriminatory policies and practices will NOT be tolerated;
- **Excellence :** Ensure high levels of performance in teaching, principal instructional leadership, central office services, and family and community linkages/partnerships all in service of improving learning for ALL students;
- **Accountability:** As champions for ALL of the children, stewards of the system's resources and trustees for the Unified District Vision, we will ensure our decisions, actions and results are measurable, transparent and reported to the public;
- **Trustworthy and respectful:** Diversity of thought, background, and interest is a valued strength to be respected and affirmed. Our discourse will honor diversity and we will tell the truth, utilize ethical practices and take responsibility for our actions and decisions at all times.

#### **NORMS**

The following norms are shared and owned by the Board as a whole and by each individual member. They serve as the foundation for our work together recognizing that at times, compromise may be necessary.

**1. We will speak with one voice.**

We will hear each opinion, but ultimately act as one. We will speak candidly and courteously to each other and listen to dissenting or different viewpoints with an open mind. Even when our ideas conflict, we must treat each other with respect and courtesy and agree not to take disagreements personally. We will help each other to “depersonalize” disagreements. Once we reach a decision or compromise as a Board, we will each support the decision in word and deed.

**2. We will recognize a single official “voice” of the Board.**

The Chair (or Vice Chair, as appropriate) will speak as the official and public “voice” of the Board.

**3. We will be clear about, and stay true to, the role of the Board.**

We will maintain a focus on excellence in governance. We will focus on the Board's role and not become involved in the day-to-day operations of the school system. We will not engage in the resolution of problems. Rather we will refer these concerns to the Superintendent.

**4. We will build trusting and respectful relationships with staff, fellow Board members, and all persons presenting to the Board.**

We will encourage open and honest dialogue that is inclusive and respectful of everyone’s time. We will prepare ourselves for and support each other in making difficult decisions or taking risks by maintaining a strong foundation for our actions in research and data, developing a clear understanding of the risks and benefits of each action, and sustaining a climate of trust and respect.

**5. We will be on time and prepared for meetings and ground our decisions in what is best for ALL children.**

We will make every effort to be on time for Board meetings and activities. We will read all materials provided to us so we are prepared for meetings. Board members who are absent or tardy will take the initiative to find out what they missed.

**6. We will maintain the confidentiality of privileged information, including statements made in any executive session of the Board.**

**7. We will recognize the necessity for professional growth and development as a Board and as individuals, and commit to regular training to increase our experience.**

