

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

In order to build and maintain productive and effective relationships, Board members shall maintain a system of communication and interaction that builds upon mutual respect and trust.

Accordingly, members will:

1. exercise honesty in all written and interpersonal interaction
2. demonstrate respect for the opinions of others
3. focus on issues rather than on personalities
4. maintain focus on common goals
5. communicate in a timely manner
6. respect decisions of the full board
7. withhold judgment on issues until fully informed
8. seek first to understand rather than to be understood
9. take the initiative to understand, communicate and ask questions for clarification
10. criticize the positions and/or statements of others with which they disagree, in a constructive rather than destructive manner and only after expressing such disagreement in a public board meeting
11. use executive sessions appropriately and judiciously
12. maintain appropriate confidentiality
13. openly share personal concerns
14. share information and knowledge
15. give direction as the whole, not as individuals
16. make every reasonable effort to protect the integrity and promote the positive image of the district and one another
17. clearly identify they are communicating as an individual and not for the board when making public comments or statements regarding school related matters unless they are specifically authorized to communicate for the board
18. participate in board development opportunities

Members will not:

1. embarrass each other or the district
2. intentionally mislead or misinform each other
3. maintain hidden agendas
4. assume responsibility for resolving operational problems or complaints

***Monitoring Method: Board self-assessment***

***Monitoring Frequency: Twice Annually in First and Third Quarters***

Fargo Public Schools Board of Education