

The Superintendent will not:

1. Operate without establishing and maintaining a working environment for staff that is safe, civil and conducive to teaching and learning.
2. Operate without selecting qualified candidates including ensuring reasonable background checks are made.
3. Operate without written human resources policies and procedures which:
  - 3.1 Clarify personnel rules and processes for staff;
  - 3.2 Provide for effective handling of staff concerns and complaints; including an appropriate whistle-blower process consistent with collective agreements;
  - 3.3 Protect against discrimination, harassment, or other mistreatment
  - 3.4 Ensure staff are reasonably prepared to deal with emergency situations.
4. Operate without ensuring staff have reasonable opportunities and feedback for professional growth and development.
  - 4.1 Permit staff to be uninformed of the Code of Conduct, their roles and responsibilities, and performance standards by which they will be assessed.
  - 4.2 Use an employee performance evaluation process that fails to measure achievement of student outcomes.

Adopted:            January 9, 2018    North Thurston Public Schools Board of Directors