



# SCHOOL CITY OF WHITING

## Home of the Oilers

*Building and sustaining trust among members of our team requires that we take the time to develop relationships with each other. Trust requires constant nurturing and energy. In the relationship between a School Board and its administrative team, a deep understanding of one another's roles is of the utmost importance.*

### Preamble

The School City of Whiting has identified and hereby acknowledges that certain actions of prior board members represented a significant departure from the roles and responsibilities of a school board member and from the code of ethics of a school board member.

The School City of Whiting is committed to not only acknowledging the prior wrongs, but is also committed to preventing future departures by educating new board members on their roles and responsibilities and enhancing the relationship between board members and the administration now and in the future.

Therefore, this Compact must be entered into by each School City of Whiting board member who is either elected or appointed to that position.

Of primary importance is a board member's understanding that their basic function is that of policy making, that their chosen superintendent is given full administrative authority, and that a board may act only after consideration of that superintendent's recommendation on matters of school governance.

Of no less importance is the general requirements of honesty, integrity, civility, and the commitment to teamwork which is required to achieve the common goal and purpose of the School City of Whiting: providing all students with the opportunity to obtain a high-quality education in a safe and orderly environment.

The Agreement provisions within this Compact are meant to address the specific actions which brought about this Compact and do not represent all of the roles and responsibilities of a board member. Board members should strive to keep current on the code of ethics of school board members and continuing education regarding the roles and responsibilities of school board members in the State of Indiana.

### School Board Agreement:

1. I understand that my basic function as a school board member is policy-making and not administration;
2. I agree to give the Superintendent full administrative authority for properly discharging the professional duties of the position and the responsibility to achieve acceptable results;
3. I agree to act only after consideration of the Superintendent's recommendations on matters of school governance;
4. I will follow proper communication channels, refer all complaints to the proper administrative office and will consider them only after failure of an administrative solution;
5. I swear to provide adequate safeguards around the superintendent and other employees so that they can perform their responsibilities;
6. I swear to not discuss confidential board business anywhere other than when attending a properly advertised board meeting;
7. I will listen actively when other members or administrators are speaking;
8. I will be honest and tell the truth – saying what I mean and meaning what I say;
9. I promise to extend courtesy and kindness to each other;
10. I will provide timely and direct communication when I hear rumors, or concerns, so that all members of the team have the same information;
11. I will give feedback to others respectfully and receive respectful feedback gracefully;
12. I will make sure my decisions are based on principle – not my own self-interest;
13. I will ensure that all board members have equal access to all information pertinent to decision making that has come to me as an individual board member before taking an action as an individual or as a board;

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
Date