

## **Nashoba Regional School Committee Norms and Operating Protocols: 2016-2017**

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Being a committee of elected representatives, we recognize that our duty is to ensure that the students of our district receive the highest quality of education possible. This philosophy has led to the development of our goals as a committee. We believe that the methods by which we arrive at that end must be transparent and efficient. These norms and operating protocols provide a framework for our decision making processes and may also be used when reflecting upon our efforts. We will be a cohesive team by operating within this framework.

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### **SUPPORT FOR OUR LEARNING COMMUNITY**

- Remember that we act on our goals to support our students.
- We create policies that allow for our students, faculty, staff, and administration to be successful.
- We support the Superintendent and staff in their efforts by providing oversight over processes that lead to effective teaching and learning.
- We have clear, measurable goals with reasonable and identified timelines for their completion.
- We can expect to leave each meeting with the tools necessary to move to the next step: knowing what needs to be done and the tasks to which we have been assigned.

### **EFFECTIVE COLLABORATION**

- All voices are equal.
- All members are committed to open, authentic, collaborative, and respectful interactions.
- We will remember to follow meeting protocol and procedures.
- We are committed to acting with positive intentions only – both to maintain authenticity and to have compassion for others' ideas and perspectives.
- We listen to understand; not to judge. This means we must not become defensive, but instead we must remain open-minded.
- Issues are presented in a way that promotes fair discussion which then leads to a fair resolution.
- We will allow for time to process and reflect.
- Using available information, we will make decisions as a group and support the position of the majority of the committee whether or not we agree or disagree.
- We will be respectful of the unique roles of our Chairperson and our Superintendent.
- Our responsibilities are to the committee, not to any particular individual.
- All subcommittees will act as a unit with representatives seeking additional information through agreed-upon channels as a result of subcommittee discussion and at its request.

### **ACCESSIBILITY AND COMMUNICATION**

- All necessary information will be shared in a timely manner to allow for effective and efficient decision-making.
- We expect that the administration will follow the same code of conduct and will be respectful of the operating procedures. Transparency is valued and practiced by both sides.
- Use appropriate channels for communication throughout the District.
- Maintain a working, transparent relationship with member towns and constituents while following Open Meeting Laws and maintaining confidentiality when necessary and appropriate.