

BOARD-EMPLOYEE COMMUNICATIONS

The basic premise of the school is as a high-functioning community of stakeholders, including employees. Toward that end, the Board expects to maintain open channels of communication between itself and the employees. The basic line of communication will be through the Executive Director.

However, given staff ownership of and involvement in the institution is strongly encouraged and the board is expected to be more involved since this is building a unique institution, it is expected there will be significantly more Board/staff interaction than in a local district, both directly related to Board committees, but also in other contexts.

I. Staff Communications to the Board

Communications are expected to go through the Executive Director or designee when the issues are not related to teacher participation in Board committees. The intent of this policy is to ensure the Executive Director or his/her designee is fully aware of context to perform his/her leadership/management role. However, staff members are encouraged to participate in and contribute to Board and Committee meetings.

II. Board Communications to Staff

The default path for communications is to go through the Executive Director or his/her designee, but in many cases, it is expected the Executive Director or his/her designee will be a participant at full Board meetings, and communication may go out directly from the Board to both Board and staff members within 72 hours following Board meetings for efficient communications.

III. Visits to Schools

Individual Board members interested in visiting schools or classrooms will inform the Executive Director or his/her designee of such visits and make arrangements for visitations through the Executive Director or his/her designee. Such visits shall be regarded as informal expressions of interest in school affairs and not as “inspections” or visits for supervisory or administrative purposes. Official visits by Board members will be carried on only under Board authorization and with the full knowledge of the Executive Director.

IV. Social Interaction

Staff and Board members share a keen interest in the school and in education generally, and it is to be expected that when they meet at social affairs and other functions, they will informally discuss such matters as educational trends, issues, and innovations. However, employees are reminded that individual Board members have no special authority except when they are convened at a legal meeting of the Board or vested with special authority by Board action. Therefore, discussions of personalities or personnel grievances by either party will be considered unethical conduct.

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