

*These covenants were developed, reviewed and agreed upon by all members of the Board of Education and the Superintendent. This initially occurred during a work session on January 6, 2018.*

*In attendance:*

*Jennifer Viramontes, President*

*Daniel Castillo, Vice-President*

*Daniel Estupinan, Secretary*

*Maria Saenz, Member*

*Laura Salazar Flores, Member*

*Travis Dempsey, Superintendent*

*Approved: January 11, 2018*

## **Gadsden ISD Governance Philosophy**

The job of the Board of Education is fundamentally developing the school district “corporation” on behalf of all community residents - - updating its vision, setting long-term strategic targets, allocating resources to ensure that the educational mission is being carried out fully, and other high-level leadership tasks.

The governing work that must be done to assure school district success is daunting:

- Updating the school district’s mission and vision periodically in response to environmental change.
- Spotting strategic issues that are coming down the pike in enough time to address them effectively.
- Deciding which issues to tackle now and in the near future and investing in change initiatives to deal with them.
- Reaching agreement on operational targets.
- Rigorously monitoring financial and educational performance.

Governing is in terms of content: i.e. values, vision, budget, policy and process, planning, work sessions, & Board meetings.

The indispensable foundation for high performing governing is a board-superintendent working partnership that is committed, respectful, close, cohesive, positive, productive and solid.

# Gadsden ISD

## Values and Beliefs

*Integrity/Ethical – “Role models for our community*

- Honesty
- Be accountable for my actions

*Truly Care for Others*

- Be willing to listen with an open mind
- Do unto others as you would have done unto you
- Non-judgmental

*Positive Attitude*

- Belief in “Can Do”
- Excellence in all I do
- Work hard and work smart
- Service before self
- Commitment

*Communication – honest, substantive and relevant*

- Transparency
- Have direction and focus
- Objectivity and fairness

*Relationships*

- Diversity

*Respect and trust are earned, not given*

- Show respect to everybody
- Earn the respect of my peers

*Be a team player*

# Promises from the Superintendent to GISD Board of Education

## *The Superintendent will:*

- ✓ As a general practice, provide information requested by an individual Board member to all members of the School Board.
- ✓ Never embarrass the Board.
- ✓ Provide leadership in identifying issues that need to be addressed.
- ✓ Make every reasonable attempt to keep Board members informed on issues. The goal is no surprises.
- ✓ Not pit one Board member against another.
- ✓ Not, by intent, mislead or misinform the Board.
- ✓ Make every reasonable effort to protect the integrity of and promote the positive image of the District.
- ✓ Keep confidential information **confidential**.

# Promises from the GISD Board of Education to the Superintendent

## *The GISD Board of Education will:*

- ✓ Commit time and effort to be a Board of Education Member – know your responsibilities and roles.
- ✓ Be honest.
- ✓ Work as a team.
- ✓ Be open-minded.
- ✓ Be transparent
- ✓ Not interfere with day to day operations; follow board policy – no micromanagement.
- ✓ Not overstep my position as a Board Member.
- ✓ Give the Superintendent clear direction.
- ✓ Provide accurate, honest feedback to the Superintendent regarding his performance in a timely manner.
- ✓ Refer critical concerns ASAP - No surprises
- ✓ Keep confidential information **confidential**.

# Communications Covenants

## Our purpose is to:

- Build trust and strong positive relationships.
- Be united in public.
- Respect the chain of command
- Be inform.
- Operate with honesty/integrity/sincerity – be positive and respectful.
- Be open-minded and demonstrate positive intent.
- Practice repetitive means of communication by:
  - Keep communication lines open without intimidation.
  - Be clear/complete/concise/timely.
  - Not make promises.
  - Not have hidden agendas.

## Communications with Community members, parents, students & staff

- Be accessible.
- Make it clear you speak/act as an individual/parent, not for the Board of Education.
- Respectful of chain of command.
- Separate Administering and Governing.
- Don't degrade Board of Education/Superintendent.
- Keep confidential information confidential.

# Effective Teamwork

## We agree Effective Teams:

- Share common goals.
- Develop measurable milestones to achieve goals.
- Demonstrate effective leadership.
  - Practice good communication – clear framing of issues.
  - Practice collaboration.
  - Provide protocol/structure/practice for decision making.
- Are dedicated to listening for understanding.
- Have the ability to act/resolve issues/reach an agreement through consensus.
- Encourage diversity and balance of strengths and ideas.
- Put aside biases for the good of the district.
- Demonstrate hard work/dedication/desire/passion/ motivation/working with purpose.