

## Board Policy 4 – Appendix A

### RELATIONSHIP PROTOCOLS

#### 1. Trustee to Trustee Relationships

##### 1.1 Openness

Communication in an open, honest manner is critical to our success. Personal or hidden agendas must be placed on the table. We must be respectful of each other, and be prepared to say in meetings what is said privately.

##### 1.2 Confidentiality

Confidential discussions regarding land, legal and labor issues must stay “in the room”. Trustees are reminded “there is no such thing as a dumb question” during our discussions. Everyone has the right to change their opinion.

##### 1.3 Seeking Consensus

Our decisions will be made by finding common ground and using the consensus approach whenever possible. We are reminded that consensus decision-making operates best in an environment based on trust, patience, good nature and being non-judgmental.

##### 1.4 Solidarity

Once a decision is made it is a decision of the Board. All trustees will adopt and support the decision.

##### 1.5 Consideration

Trustees honour the starting and finishing times of our meetings. Being prepared for the meetings, speaking clearly, concisely, and with complete details and in a manner that is understood by all is important. Trustees will direct all comments and questions through the Chair to the fellow trustees. Trustees will declare when they are not prepared.

##### 1.6 Responsiveness

Trustees are committed to consideration of community needs and encouraging the community to become more involved in public education.

##### 1.7 Adherence

In relation to the above, should any trustee believe another member is not adhering to the above ground rules, they have a responsibility to bring this to his/her attention in a respectful manner.

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## 2. Trustee to Staff Relationships

### 2.1 Management Team

Trustees and staff operate as a management team. This requires an environment of trust, confidentiality, patience and responsiveness. As a result of working together, all trustees will be treated equally and will be well informed.

### 2.2 Openness

Trustees and staff are open, honest and freely share information.

### 2.3 Protocols

Staff feel free to contribute to discussions in private meetings. In public meetings staff will contribute to discussions at the request of the Chair. It is agreed that outside of meetings, staff and trustees will use the District communications systems.

### 2.4 Respect

Trustees and staff are respected as individuals and for their professional ability. In addition, staff will be supported by trustees in public and any criticisms will be raised in private. All individuals must be considerate of time as it relates to punctuality and brevity.

### 2.5 Accountability

Staff are accountable to the Board. Staff must be prepared to set the example of presenting and owning the solution to identified problems and issues.

### 2.6 Adherence

In relation to the above, should any trustee believe another member is not adhering to the above ground rules, s/he has a responsibility to bring this to their attention in a respectful manner.

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