

Policy Type: Governance Process**Board Member Covenants**

In order to build effective relationships between Board members, Board members shall establish a system of communication that builds on mutual expectations and trust.

Accordingly, Board members have voluntarily agreed to strive to:

1. exercise honesty in all communication
2. demonstrate respect for each other's opinions
3. focus on issues, not personalities
4. assume and practice trust
5. maintain focus on shared goals
6. communicate in a timely manner to avoid surprises
7. withhold judgment on issues until fully informed
8. seek first to understand rather than be understood
9. criticize privately, praise publicly
10. use executive sessions appropriately and judiciously
11. maintain confidentiality
12. follow the chain of command
13. openly share personal concerns, issues and agendas
14. assume a non-defensive posture, taking the initiative to communicate and ask questions for clarification
15. share information and knowledge
16. give direction as the whole, not as individuals
17. make every reasonable effort to protect the integrity and promote the positive image of the district and one another
18. once the Board has taken final action on a matter before it, we will publicly support the decision

Adopted: June 2017

Monitoring Method: Board self-assessment

Monitoring Frequency: November Retreat