

Working Agreement
Between the Dallas School Board and
Superintendent Michelle Johnstone
2015-2016

1. The board will focus first on the primary work of the board, which is to clarify district purpose, direction and goals.
2. The board has one employee - the superintendent. The board does not provide direction or oversight of other school district staff.
3. Board members will arrive at meetings having read packet material. When possible, questions should be presented in advance to the board chair or superintendent, so administration will be prepared with answers.
4. At board meetings the board and superintendent are under constant observation by the public. Board members and superintendent will present a professional image.
5. The board commits itself individually and collectively to stand by its code of conduct, to "speak with one voice," to maintain a positive culture and orderly decision-making processes, and to do its work openly.
6. The board will make decisions as a whole only at properly called meetings. Board members recognize that individual members have no authority to take individual action in policy or district and school administrative matters unless authorized by the board (ie: negotiations).
7. Individual board members will support decisions of the majority after honoring the right of individual members to express opposing viewpoints and vote their convictions.
8. Board members will give careful consideration to all issues brought to them. They will actively solicit input and listen to all perspectives. The board will operate as representatives and make decisions in the best interest of the whole district.
9. The board members recognize that e-mail and social media communication between board members is public information and shall not be used for discussing district business. Board members will limit e-mail communication for disseminating information and messages not involving deliberation, debate or decision-making.
10. Board members will communicate directly with the superintendent when a question arises or a concern is voiced by a staff member, student, parent, or community member.
11. Board can listen to staff, patrons, but may limit their response and guide staff or patron to an appropriate venue. The board will not hear employment-related concerns outside of executive session.

12. The board and the superintendent will establish annual expectations and goals for the district.
13. Annually the board will objectively evaluate the superintendent's performance based on goals and expectations and provide appropriate feedback.
14. The superintendent will work with the board to establish a clear vision for the school district.
15. The superintendent will provide data to the board members in a timely fashion so that data driven decisions can be made.
16. The superintendent will respect and acknowledge the board's role in setting policy and overseeing the performance of the superintendent. The board will respect and acknowledge the superintendent and district staff in their role as professional educators.
17. The superintendent will ensure that supporting information required for informed decision-making is provided to the board prior to any given meeting.
18. The superintendent will inform the board of all critical information including relevant trends, anticipated adverse media coverage or critical external or internal damage.
19. Board members and the superintendent will uphold confidentiality on all matters arising from the board meeting in executive session. The board members and superintendent recognize that deliberations in executive session are limited to the purposes stated in ORS 192.660.
20. The superintendent will annually work with the board to reaffirm the Collaborative Commitment Agreements.

Michelle Johnstone, Superintendent

Date

Lu Ann Meyer, Board Chair

Date

Jonathan Woods, Vice Chair

Date

Michael Blanchard, Board Member

Date

Michael Bollman, Board Member

Date

Matt Posey, Board Member

Date