Standard 3: District Culture

Effective school boards foster a culture that enables excellence and innovation.

Competencies	Indicators/Examples of Best Practice

High Quality Staff - Empowers the superintendent in hiring and developing the best employees available to meet the district's goals.	1. Sets policy and allocate supports for administration in recruiting, mentoring, induction and evaluation of staff best positioned to help the district to meet its goals.
	2. Recognizes the board's dual role in human resources:
	  • Hiring and evaluation of the superintendent.
	  • Overseeing the employment processes impacting all other employees but not directly involved in the processes unless hiring, discipline or termination are brought to the board by the superintendent.
	3. Expects and supports the superintendent and appropriate administrative staff to remain current on state and federal employment laws.
	4. Sets clear parameters to guide the board and administration in collective bargaining and negotiations.

Shared Leadership - Supports structures that develop instructional leadership and collaboration.	5. Sets the expectation that the district operate in a way that builds widespread instructional leadership around student learning. 6. Ensures a framework exists that describes key leadership roles and responsibilities. 7. Ensures support for teacher and principal leadership and collaboration to achieve district goals and priorities. 8. Develops appropriate structures to communicate with staff leadership at board meetings. 9. Monitors progress with leadership teams through discussions at the board table.
Staff Learning - Supports research-based staff professional development aligned with district goals.	10. Receives assurances from the administration that • all professional development plans align with the district goals and with the educational standards • employees had the opportunity to provide input into the planning of professional development 11. Approves funding to implement the professional development plan in the annual budget. 12. Adopts a school calendar which allocates adequate time for teacher development and collaboration. 13. Supports a creative culture and provides resources for staff to create and innovate if shown to improve student learning.

Environment - Fosters a safe and secure environment for all students, staff, and visitors.	14. Ensures available resources provide a safe and supportive learning environment for all students. 15. Analyzes data or information on student and employee behavior, attendance, and discipline regularly to monitor how well the policy is being followed and whether additional funds need to be allocated to improve training for all. 16. Ensures the district has developed safety and emergency plans and procedures that are well communicated to employees and students.