

Q1 Please rate your agreement with the wording of each part of policy GP-10, indicating your assessment of our board's performance in complying with the policy. Provide comments if the rating less than 'in compliance' or if you wish to suggest changes to the policy language. Comments made in this section will be considered for the Board Self-Assessment. In order to build and maintain productive and effective relationships, Board members shall establish a system of communication that builds upon mutual respect and trust. Accordingly, members shall:

Answered: 5 Skipped: 0

2023 GP-10 Board Members' Covenants

	IN COMPLIANCE	IN COMPLIANCE, WITH THE FOLLOWING EXCEPTIONS:	NOT IN COMPLIANCE	N/A	TOTAL	WEIGHTED AVERAGE
1. Exercise honesty in all communication.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
2. Demonstrate respect for each other.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5	1.20
3. Focus on issues, not on personalities.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5	1.20
4. Assume and practice trust.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
5. Maintain focus on shared goals.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
6. Communicate in a timely manner to avoid surprises.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5	1.20
7. Support majority decisions of the Board.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
8. Withhold judgment on issues until fully informed.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
9. Seek first to understand rather than to be understood.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
10. Criticize privately, praise publicly.	80.00% 4	20.00% 1	0.00% 0	0.00% 0	5	1.20
11. Maintain confidentiality.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
12. Openly share concerns, issues, and interests.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
13. Assume a non-defensive posture, taking the initiative to communicate and ask questions for clarification.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
14. Share information and knowledge.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
15. Give direction as the whole board, not as individual board members.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
16. Protect and promote the integrity and reputation of the district.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
17. Support the Superintendent/staff in their roles.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00
18. Stay engaged during meetings and actively participate.	100.00% 5	0.00% 0	0.00% 0	0.00% 0	5	1.00

#	COMMENTS FOR "1. EXERCISE HONESTY IN ALL COMMUNICATION."	DATE
	There are no responses.	

#	COMMENTS FOR "2. DEMONSTRATE RESPECT FOR EACH OTHER."	DATE
	There are no responses.	

#	COMMENTS FOR "3. FOCUS ON ISSUES, NOT ON PERSONALITIES."	DATE
	There are no responses.	

2023 GP-10 Board Members' Covenants

#	COMMENTS FOR "4. ASSUME AND PRACTICE TRUST."	DATE
	There are no responses.	
#	COMMENTS FOR "5. MAINTAIN FOCUS ON SHARED GOALS."	DATE
	There are no responses.	
#	COMMENTS FOR "6. COMMUNICATE IN A TIMELY MANNER TO AVOID SURPRISES."	DATE
1	We have had two instances at the end of meetings where criticism of fellow board members or their behavior has included feedback about situations that occurred at an earlier date. When feedback is not timely, it is less effective at fulfilling its purpose, which is to improve meeting behavior and unify the team.	4/30/2023 9:25 PM
#	COMMENTS FOR "7. SUPPORT MAJORITY DECISIONS OF THE BOARD."	DATE
	There are no responses.	
#	COMMENTS FOR "8. WITHHOLD JUDGMENT ON ISSUES UNTIL FULLY INFORMED."	DATE
	There are no responses.	
#	COMMENTS FOR "9. SEEK FIRST TO UNDERSTAND RATHER THAN TO BE UNDERSTOOD."	DATE
	There are no responses.	
#	COMMENTS FOR "10. CRITICIZE PRIVATELY, PRAISE PUBLICLY."	DATE
	There are no responses.	
#	COMMENTS FOR "11. MAINTAIN CONFIDENTIALITY."	DATE
	There are no responses.	
#	COMMENTS FOR "12. OPENLY SHARE CONCERNS, ISSUES, AND INTERESTS."	DATE
	There are no responses.	
#	COMMENTS FOR "13. ASSUME A NON-DEFENSIVE POSTURE, TAKING THE INITIATIVE TO COMMUNICATE AND ASK QUESTIONS FOR CLARIFICATION."	DATE
	There are no responses.	
#	COMMENTS FOR "14. SHARE INFORMATION AND KNOWLEDGE."	DATE
1	Board members willingly share information with each other, including citizen concerns, as well as best practices gained from conferences.	5/3/2023 8:17 AM
#	COMMENTS FOR "15. GIVE DIRECTION AS THE WHOLE BOARD, NOT AS INDIVIDUAL BOARD MEMBERS."	DATE
1	The board is very consistent in following the "one voice" concept.	4/30/2023 9:25 PM
#	COMMENTS FOR "16. PROTECT AND PROMOTE THE INTEGRITY AND REPUTATION OF THE DISTRICT."	DATE
	There are no responses.	
#	COMMENTS FOR "17. SUPPORT THE SUPERINTENDENT/STAFF IN THEIR ROLES."	DATE
	There are no responses.	
#	COMMENTS FOR "18. STAY ENGAGED DURING MEETINGS AND ACTIVELY PARTICIPATE."	DATE
	There are no responses.	

Q2 If you would like the Board to consider changes to policy GP-10 Board Members' Covenants, please provide those general suggestions about revising/refining GP-10 below. If you do not have any changes, leave this

section blank. Comments made in this section will be used in Board discussion.

Answered: 0 Skipped: 5

#	RESPONSES	DATE
	There are no responses.	