The Arlington School Board promotes the best interests of Arlington Public Schools as a whole and provides equal educational opportunities through its programs for all Arlington students.

The School Board commits itself to ethical, businesslike, and lawful conduct, including proper use of authority and appropriate decorum. To promote the integrity of its work, the School Board clearly states its expectations of individual members and endeavors to see they are met. School Board members sign an annual Code of Conduct at the organizational meeting in July, or upon election or appointment to the School Board.

Relations to the Children of Arlington
School Board members at all times put student achievement and well-being at the center of their Board work.

Relations to the Community
1. School Board members encourage effective community engagement as a vital component of their work.
2. School Board members serve the entire community.
3. School Board members appraise fairly the present and future educational needs of the community and advocate improvements.
4. School Board members inform the community about the progress and needs of the schools.
5. School Board members respond to community concerns about school system policies.

Relations with the Superintendent
1. School Board members respect and support the decisions of the Superintendent consistent with School Board policy. Regardless of any individual member's dissent from a decision of the School Board, they acknowledge that the Superintendent is bound by direction given by the School Board as a whole.
2. School Board members refer concerns about school system operations and their effects to the Superintendent or designee.
3. School Board members do not individually render judgment of the Superintendent's performance except in the context of the School Board's annual evaluation process.

Relations with Arlington Public Schools Employees
The School Board supports and encourages two-way communication between the School Board and employees. The Superintendent is the official representative of the School Board as its chief administrative officer in its relations and communications with its employees.

Employees are encouraged to communicate their ideas and concerns in an orderly and constructive manner to the School Board and/or the administrative staff. The School Board desires to develop and maintain the best possible working relationship with the employees of the school division. The School Board welcomes the viewpoints of employees and provides an opportunity for them to be heard. The School Board does not discriminate against any employee by reason of their membership in an employee organization, or participation in any lawful activities of the organization.

1. School Board members respect and support the professionalism of Arlington Public Schools employees.
2. School Board members do not criticize employees publicly but refer criticism to the Superintendent.
3. School Board members have no authority over staff and do not insert themselves into staff operations, place themselves between staff members in any disputes or negotiations, engage in solving staff problems, or interpret matters to staff.
4. School Board members shall not engage with Arlington Public Schools employees about active collective bargaining proposals.
5. School Board members only visit schools after notifying appropriate staff, unless fulfilling a role other than School Board member.

Relations with Other School Board Members

1. School Board members work with each other in a conscientious, courteous, open, and trustworthy manner befitting the public trust placed in the position of a School Board member. School Board members focus Board action on policymaking, goal setting, planning, and evaluation.
2. School Board members communicate their ideas and personal efforts on policy issues to other School Board members. School Board members relay information when there is likely to be an impact on the nature or acceptance of School Board policies or school operations.
3. School Board members inform their colleagues and the Superintendent, as appropriate, when they attend meetings or hold discussions with public officials, citizens, or groups.
4. School Board members inform the Superintendent and other School Board members when meeting with staff on policy matters.
5. School Board members recognize that decisions are made by the School Board as a whole and make no personal promises on behalf of the School Board or take private action that may compromise the School Board.
6. School Board members recognize that individual members have no authority to speak on behalf of the School Board unless specifically authorized by the School Board.
7. When any School Board member receives correspondence (written or electronic) pertaining to School Board work, the correspondence is circulated to all other School Board members. At all times, School Board members shall be aware of their obligations and responsibilities under the Freedom of Information Act when handling correspondence received personally that pertains to School Board work.

References

Code of Virginia §22.1-253.13:7.C.1

Policy Adoption and Revision History

Adopted December 1999
Renumbered (former Policy 10-10) effective July 1, 2018
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