

Collective Commitments of the Arrowhead Union HS School Board

These Collective Commitments are adhered to by all Arrowhead School Board members and integrated into the orientation process for new Board members. Twice a year, the Board will assess the effectiveness of, and adherence to, these commitments. One of these sessions shall be “off-site” to be conducted with the administration team chosen by the Superintendent.

Diverse Thought

- We encourage an inclusive atmosphere that values and embraces differences in ideas, perspectives and opinions.
- We support critical reflection, innovation and adaptability.
- We thoroughly explore various viewpoints before making decisions.

Engagement

- We engage, promote and value feedback and input from stakeholders.
- We avoid micromanagement and foster a culture of transparency.
- We emphasize listening to experts, asking questions and being engaged.

Procedural

- We adhere to applicable law, policies and procedures to ensure consistent and systematic decisions.
- We use committee meetings as the starting point to discuss issues that ultimately come before the Board, and to determine topics for further pursuit by the Superintendent.
- We come to Board meetings prepared, and communicate with the Superintendent before meetings to discuss questions or concerns related to agenda items in order to uphold a “no surprises” principle.
- We use Board meeting time efficiently, understanding that differences of opinion should not hinder decision-making; meetings are characterized by a willingness to listen, learn, provide feedback and seek clarification, while refraining from judgment and criticism.
- We abide by open meetings laws.

Respect Across the Board

- We cultivate a culture of respect, trust and mutual understanding.
- We promote and assume positive intent.
- We encourage patience and understanding, and a reasonable amount of time to process.
- We collectively decide on the Superintendent’s goals, priorities and performance expectations.
- We avoid representing individual opinions as speaking for the entire Board.
- We do not place individual concerns on staff or administration that could create substantial additional work for the team.
- We maintain the right to individual perspectives while being accountable for full Board decisions.
- We ensure inclusion of all Board members in processes and decision-making, seeking a unified direction.
- We accept and respect the majority vote for lawful decisions and do not publicly criticize Board members.