

OE-1 GLOBAL OPERATIONAL EXPECTATION
SUMMARY OF COMPLIANCE STATUS
MONTH YEAR

SUPERINTENDENT CERTIFICATION

With respect to OE-1 *Global Operational Expectation* taken as a whole, the superintendent certifies that the proceeding information is accurate and complete, and the district is:

- In Compliance
 In Compliance, with Exceptions (as noted in the evidence)
 Not in Compliance

Summary Statement by Administration

Monitoring of operational expectations policies is part of the ongoing process of district performance evaluation and superintendent evaluation. This operational expectations policy addresses several aspects of the superintendent's responsibility regarding general operations. The superintendent and staff have provided the interpretation, monitored the first time the board reviewed the policy, plus for this round the documentation and narrative supporting the superintendent's assessment of whether we are in compliance with the policy. During the board's review, the board will make a determination whether we are in compliance with the policy or not, or whether there is overall compliance but with some noted exceptions which should be addressed.

Signed: Jason S. Habochler
Superintendent

Date: 6/10/2019

SCHOOL BOARD ACTION

With respect to OE-1 *Global Operational Expectation*, the Board:

- Accepts the report as fully compliant
 Accepts the report as compliant with noted exceptions
 Finds the district to be noncompliant

Summary statement/motion of the Board

Motion by Mr. Lembke to accept the OE-1 *Global Operational Expectation* Monitoring Report as In Compliance, seconded by Mr. Geloff. Motion carried.

Signed: Matthew Sagum
Board President

Date: 6/10/2019

OE-1 Global Operational Expectation

The Superintendent shall not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision or organizational condition that is unlawful, unethical, unsafe, disrespectful, or imprudent, in violation of Board policy or endangers the district’s public image or credibility.

Superintendent Interpretation:

- This OE essentially holds the Superintendent accountable for following Board policy, state, and Federal law. This OE is broad in its scope and generally holds the Superintendent responsible for ensuring that the District operates in a legal, safe, and ethical manner.
 - o **Unlawful** shall mean in violation of federal, state, and local laws, and violation of the rules outlined in North Dakota Century Code.
 - o **Fail to take reasonable measures to prevent** means that the Superintendent will take preventative action to protect the organization from negative consequences that can reasonably be foreseen.
 - o **Organizational condition** to mean situations created by the actions or decisions of the Superintendent, or staff, whether they are actively or passively being created.
 - o **Unethical** shall mean behavior that is improper or does not conform to accepted professional standards of conduct.
 - o **Unsafe** shall mean in a manner that is likely to physically injure students, employees, or visitors to the District.
 - o **Disrespectful** shall mean in a manner that is mean-spirited, rude, or not reasonably considering the situation or feelings of the person to whom one is speaking.
 - o **Imprudent** shall mean reckless or irresponsible actions.
- This OE requires the Superintendent to take “**reasonable measures,**” which shall mean that the Superintendent shall take steps to follow Board policy or protect the District’s public image in a manner similar to what other superintendents or leaders of organizations might take under similar circumstances.
- This OE requires the Superintendent to protect the legal position of the District as well as the ethical standing of the District. The Superintendent is charged with protecting the “**district condition,**” which shall mean the legal standing of the District and the perception that stakeholders have of the District with regard to trust and respect.
- This OE requires the Superintendent to establish and maintain a respected and positive “**public image,**” which shall mean the positive perception held by the overwhelming majority of the residents in the District and the people in the Bismarck area.

<p>Indicator 1: The Board, upon evaluation of the OE policies, finds no significant violation of or not in compliance with any of the policies.</p>	<p>In Compliance</p>
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Evidence: The superintendent certification category “Not In Compliance” was indicated zero times in the OE monitoring reports presented from August 2018 – June 2019. The school board did not find the district to be noncompliant in the monitoring reports presented from August 2018 – June 2019.

Indicator 2: The District is not found to be in violation of any law when any legal action is taken against the District.	In Compliance
Evidence: In the 2018-2019 school year, the district has not been found to be in violation of any law when any legal action was taken against the district. During the 2018-2019 school year, the district engaged in zero incidents that necessitated requests for legal defense.	

Indicator 3: In a random survey sample of District stakeholders, administered before June 1, 2019, at least 70% of the respondents express support for the direction of the District.	In Compliance
Evidence: The 2019 survey indicated 82.5% of respondents strongly agreed or agreed with the current direction of the district.	