

**Tornillo ISD
Leadership Team
Shared Values**

1. The District belongs to the community, not to the Superintendent, the Board, nor any individual Board Member.
 - a. The Public will be encouraged to communicate with the Board; especially at our “Parent Chat” events.
 - b. Members of the Leadership Team will encourage the public to get information from official sources such as the administration office rather than speaking for the District.
 - c. Members of the Leadership Team will openly and honestly provide non-editorialized public information to members of the community when asked.
 - d. Members of the Leadership Team will advocate the same position on an issue in the public that they advocate in private.
 - e. The Leadership Team will avoid entering closed sessions at Board meetings unless a closed session is absolutely required for the given topic.
2. Our actions will reflect a commitment to follow and obey all state laws, TEA administrative codes, and all local policies - regardless of personal considerations or motivations.
 - a. The Superintendent will not knowingly recommend, or propose, action items to the Board that are illegal or inappropriate.
 - b. Board members will not knowingly propose, or vote for, action items that are illegal or inappropriate.
 - c. The Superintendent will adhere to the Code of Professional Ethics.
 - d. Board members will adhere to the Trustee Code of Ethics.
3. It will be our central expectation that the actions of every Board and Staff member of the Tornillo ISD will have the educational benefit of ALL the children as the main priority which is motivating the action.
 - a. All rules and policies will apply equitably to all students regardless of length of residence in the community, or relationship to school officials.

- b. All rules and policies will apply equitably to all staff members regardless of seniority in the District, length of residence in the community, or relationship to school officials.
- 4. We make a commitment, as a Leadership Team, to be honest and candid with each other and the public.
 - a. We will not say things about each other to anyone that we would not say to that person directly.
 - b. We will not “bottle up” concerns about each other. We will voice our concerns to each other in a manner which is timely, open-minded, non-judgmental; and, if appropriate, privately.
 - c. Comments or questions voiced at meetings shall be presented at face value; without hidden meaning, subtle insult, or for the purpose of manipulating the audience.
 - d. Comments or questions voiced at meetings that pertain to appropriate District business and are within the appropriate role of a Trustee shall be listened to in their entirety and given the full respect due.
- 5. We will truly function as a “Leadership Team.” The Board and Superintendent shall work as one unit - not two separate entities.
 - a. Board members shall communicate concerns and issues that arise and refer them to the Superintendent.
 - b. The Superintendent shall keep all Board members equitably informed of issues that pertain to the school district.
 - c. Board members shall communicate equitably with each other regarding issues and refrain from communicating in coalitions, or outside properly called meetings.
 - d. The Leadership Team members will avail themselves of the opportunity to address concerns to, or seek information from, the Superintendent prior to meetings rather than creating unpleasant surprises for each other at the Board meetings.
- 6. This set of values will be reviewed and possibly modified each year after the Board election to allow input from any newly elected trustees.