



**Board of Education  
Norms and Working Agreements**

**How We Work Together**

1. We treat each other with respect, even when we disagree.
2. We build trust through transparency and honesty.
3. We encourage diverse perspectives and value all voices.
4. We assume positive intent from fellow board members, and we hold each other accountable to our norms.

**How We Approach Our Service**

1. We keep in mind what is in the best interest of students and the district as a whole.
2. We use data and a focus on student outcomes to guide our decisions.
3. We stay mindful of our implicit biases.
4. We speak with one voice after decisions are made.