

BOARD POLICY**Board Code of Ethics – Protocol for
Addressing Stakeholder Concerns****Descriptor Term: BH-R(1)****Date: XXXXXX XX, 2024****Board Code of Ethics - Protocol for Addressing All Stakeholder Concerns**

To address organizational effectiveness, a key element is to establish and institute a well-defined protocol with clarity. Protocol is key and essential for managing an organization strategically. An approved and established protocol allows for all issues to be handled strategically and tactically. The following table delineates a model for addressing issues and concerns starting with the source of concern. The table that follows provides a conduit for all stakeholders to report concerns and ~~insure~~ensure an increased opportunity to provide clarity for resolving issues as quickly and professionally as possible.

Citizen Concern Category	Step 1	Step 2	Step 3	Step 4
Students	Assigned Teacher	Assigned Principal		
Teachers	Assigned School Principal	Zone Assistant Superintendent	Superintendent	
Assistant Principals	Assigned School Principal	Zone Assistant Superintendent	Superintendent	
All Other School-Level Staff Members	Assigned School Principal	Zone Assistant Superintendent	Superintendent	
Parents	Teacher	School Principal	Zone Assistant Superintendent	Superintendent
Community Partners	Superintendent	Board of Education		
Administrators	Superintendent	The Superintendent is in charge of district personnel. Chief Legal Counsel, as needed.		

Board Members (District Concerns)	Superintendent	The Superintendent is in charge of district personnel. Chief Legal Counsel, as needed.		
Board Members (BOE Concerns)	Board President	Superintendent	Legal Counsel (Chief Legal Counsel or External Counsel)	