

***Policy Type: Operational Expectations*****Treatment of Community Stakeholders**

The Superintendent shall maintain an organizational culture that treats external community stakeholders with respect, dignity and courtesy.

The Superintendent will:

1. Protect confidential information.
2. Effectively handle complaints.
3. Maintain an organizational culture that:
  - a. values individual differences of opinion;
  - b. reasonably includes people in decisions that affect them;
  - c. provides open and honest communication in all written and interpersonal interaction;
  - d. focuses on common achievement of the Board's **Results** policies;
  - e. is open, responsive and welcoming.
  - f. **commits to racial, ethnic, and cultural equity.**

Adopted: 1/12/16

Revised: 2/9/16

Revised: 5/24/16

***Monitoring Method:***        ***Internal report***  
***Monitoring Frequency:***   ***Annually***

Shorewood School District, Shorewood, WI