

Proposed School Committee Goals

8 August 2024

1. Before December 31, 2024, write and approve a concise governance handbook for the Committee. This will supersede the existing document on roles and norms. As described in *The Governance Core* by Campbell and Fullan, a governance handbook may include:

- A description of the Committee's moral imperative and unity of purpose.
- A description of the Committee's and the Superintendent's roles and responsibilities.
- A description of the District's governance culture.
- Protocols adopted by the Committee.
- Strategic goals adopted by the Committee.

2. Before December 31, 2024, write and approve a concise document that will guide the District's approach to preventing and addressing hate and bias incidents. This document is not a policy, but a framework that should help us to understand which policies and procedures may need to be created or revised. The document should include:

- Norms of conduct that, if followed, will ensure that all students and staff feel welcome and supported in our schools.
- Steps to be taken by the District to uphold these norms and prevent the creation of an intimidating or hostile environment.
- A description of how families and the community can expect the District to respond when hate and bias incidents do occur.

In drafting this document, the Committee may seek help from MASC and the Attorney General's Office.