

SCHOOL COMMITTEE COMMUNICATION - CHAIN OF COMMAND

PURPOSE:

This policy is established to set forth the North Kingstown School Committee's philosophy, belief and expectations in regard to the conduct and flow of all communications relating to the operations and conduct of all matters of business of the North Kingstown School Department.

PHILOSOPHY:

The North Kingstown School Committee encourages ready, full and open communication between and among all personnel who are, in any way, associated with the school community. While the School Committee members, as elected representatives of the Community, are desirous of making themselves accessible to all to discuss school matters, they are equally desirous of establishing channels of communications which will be most appropriate, efficient and productive.

POLICY STATEMENT:

The fulfillment of the intent and philosophy of this policy establishes the expectation that all communications that take place regarding school matters will be directed to the proper level of responsibility. It is further intended that all matters will be dealt with at the lowest level possible, and that every attempt will be made to resolve concerns, issues and/or problems by and between the people most directly involved. Only when such resolution does not take place, should a matter be referred to the next level of communication.

In further consideration of this policy focus, School Committee Members are encouraged to refer persons making complaints about the schools to the appropriate administrative office. Committee members shall also refer the complaint to the Superintendent of Schools to insure appropriate investigation and fulfillment of necessary corrective action.

POLICY STIPULATIONS:

1. All communications that take issue from the classroom should first be discussed with the teacher(s) involved. Where the matter cannot be resolved between the parties, it should be reviewed with the appropriate building Principal.
2. In the event that a matter cannot be resolved at the level of the Principal, the issue should be referred to the Superintendent of Schools, or where/when appropriate, to his/her designee. In the event such does not bring satisfactory resolution, and the referral was to a designee, the matter is to be reviewed with the Superintendent.
3. Issues, matters, concerns and/or problems which remain unresolved at the Superintendent's level, shall upon request of the inquiring party, be referred to the School Committee through the Superintendent of Schools.

4. Matters which take route within Employee Contractual considerations shall follow the same communication process as stipulated above except as otherwise established in contract language, where said language shall prevail.
5. Nothing in this policy should be construed to suggest that conversations and communication may not take place outside the parameters as stated above. However, it should be specifically understood that the School Committee expects that all considerations regarding problem solving and dealing with concerns and other matters of issue should generally be guided in accord with the stipulations above.

(Replaces existing policy BG and KLD which carry a 1959,79 and 89 adoption dates. Both were voided following adoption of this policy. This newly proposed policy also incorporates KLD-R which was also voided.)

Adopted: 9/25/02