

## WASHOE COUNTY SCHOOL DISTRICT CULTURE OF RESPECT RESOLUTION

The Board of Trustees, the Superintendent, the executive staff, and the organizations representing employees of Washoe County School District recognize in order to fulfill our mission and strategic goals, our educational community should operate within an organizational culture of respect.

We are committed to actively cultivating and promoting safe, orderly, and respectful environments to ensure equitable opportunities for all students and employees to learn and work to optimal capacity. Structures, systems, policies, and procedures should be based on a positive, productive culture of meaningful, collaborative relationships and attention to a safe, orderly, and respectful learning and working environment focused on student achievement.

Inherent in this commitment to an organizational culture of respect is the recognition that our community as a whole is stronger than its individual parts and there is strength in inclusive, diverse communities of individuals and groups. We are committed to:

### MUTUAL RESPECT

*We affirm the dignity and value of all persons. We believe*

- Trusting relationships are at the core of mutual respect.
- Mutual respect must go beyond mere tolerance of one group for another. It must be reciprocal.
- Respect for various points of view provides a safe, productive means for improvement.

### PRODUCTIVE COLLABORATION

*We support the right of every person to participate in a free exchange of ideas and opinions within a climate of civility and reciprocal respect. We believe*

- Each member is different and has an individual contribution to make to a community.
- Open, honest contributions should be recognized and delivered without fear of retribution.
- Collective bargaining relationships are opportunities to enhance our culture.
- Together, we can accomplish more than any of us can accomplish individually.

### EFFECTIVE COMMUNICATIONS

*We strive for open, transparent communications to provide a venue for a free exchange of ideas and opinions. We believe*

- There is power in civil discourse that challenges thinking while honoring individual dignity.
- Open and effective communication allows us to seek first to understand, then to be understood.
- Fair and equitable communication processes, united with outreach efforts, are needed to ensure full participation from all members of the community.
- Issues can best be resolved at the level in which they occur through effective problem-solving strategies with a focus on securing accurate, factual, and complete information.
- Employees, particularly supervisors, should make a genuine effort to ensure a professional work environment is maintained, where employees feel safe in bringing issues and concerns forward for resolution.

### CONTINUOUS IMPROVEMENT

*We foster an environment of continuous improvement through education and a self-renewing culture. We believe*

- High expectations for all staff and students should be reasonable, clear, and transparent.
- All members of our community should engage in life-long learning processes.
- Collaboration and exchange of ideas foster a self-renewing culture.
- It is important to celebrate the learning and growth of all our members.

We would hope all members of our educational community would honor these principles as fundamental to our mutual efforts to provide a positive, safe, and engaging learning and working environment for our district. The representatives from the Washoe Education Association, the Washoe School Principal's Association, the Association of Professional & Technical Administrators, the Washoe Education Support Professionals Association and the Washoe County School Police Officer's Association will lead this endeavor by example through their interactions with each other and by instilling its importance in all members of our educational community.