

# Cardinal Board SUPERINTENDENT COVENANTS

The creation of an effective relationship between the board and superintendent is an essential element in successful leadership in the Cardinal Community School District.

To that end, the Cardinal Board and Superintendent will maintain a system of communication and interaction that builds mutual respect and trust.

## The Cardinal Board and Superintendent pledge to:

1. Exercise honesty in all written and interpersonal interactions.
2. Demonstrate respect for the governance and administrative roles of one another.
3. Focus on issues rather than personalities.
4. Communicate with each other in a timely manner to avoid surprises.
5. Criticize privately and praise publicly.
6. Openly share concerns, questions, information, knowledge, and desired outcomes.
7. Make every reasonable effort to protect the integrity and promote the positive image of the District, Board, Superintendent, Staff, and each other.
8. Respond to requests and inquiries in a timely manner.
9. Give each other time and grace to work through issues and see the big picture.
10. Respect and protect the chain of command.
11. Assume good intent on the part of Board Members and the Superintendent.

