

# BYLAWS

## CLINTON TOWNSHIP BOARD OF EDUCATION

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### CONDUCT OF THE BOARD – CORE VALUES

The Clinton Township Board of Education is committed to holding meetings that uphold N.J.S.A. 18A:12-21, Code of Ethics for Board members. To ensure that Board business is conducted in an efficient and respectful manner, the Clinton Township Board of Education has set forth core values.

The Board will designate a Process Guardian, on a rotating basis for each Board meeting. The Process Guardian will participate in the meeting and monitor the following aspects of the meeting: time, relevance of subject matter, tone of the conversation, and implementation of the core values. In addition, the Process Guardian may, at times, interrupt the speaker to refocus the direction of the meeting. This requires that the Process Guardian have a foundational understanding of the core values in order to execute them in a judicious manner.

In the absence, disability, or disqualification of the President, the Vice President or any member designated by the plurality of those present to preside over the meeting, will designate a Process Guardian.

The Process Guardian's responsibility will be to monitor the following aspects of the meeting: time, relevance of subject matter, tone of the conversation, covenant and ground rules, and implementation of the core values.

The Clinton Township Board of Education will operate as a principled body, demonstrating the following core values:

#### A. Excellence

To pursue excellence we will:

1. Set clearly defined goals and hold ourselves accountable for their timely achievement;
2. Seek continuous improvement in all that we do;
3. Celebrate achieving established goals and successes;
4. Dedicate ourselves to meeting the needs of our students, staff and community.

#### B. Respect

To demonstrate respect, we will:

1. Listen carefully and with an open mind to individual viewpoints and ideas;
2. Practice the golden rule in thought, word and deed;
3. Refrain from disparaging other individuals or their ideas;
4. Honor final decisions of the Board.

### C. Integrity

To exemplify personal and organizational ethical behavior, we will:

1. Do what is right, equitable, and honest;
2. Take responsibility for our own actions and decisions;
3. Maintain confidentiality of information entrusted to us;
4. Keep commitments and hold true to agreements.

### D. Collaboration

To promote a collaborative environment, we will:

1. Be open, trusting, honest, and timely in our communication;
2. Engage all stakeholders in the decision making process, wherever appropriate;
3. Acknowledge and appreciate diversity;
4. Value and respect the contributions of each person;
5. Maximize the use and allocation of resources.

### E. Learning

To support and advance lifelong learners, we will:

1. Keep our *Where Children Come First* motto in mind when making decisions;
2. Engage in continuous professional growth and development;
3. Value and reward creativity and innovation;
4. Value and support the learning of each child.

### F. Flexibility

To demonstrate our personal and group flexibility, we will:

1. Be open to new ideas;
2. Adapt to changing conditions in our schools and community;
3. Evaluate well-considered risks;
4. Embrace best practices;

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