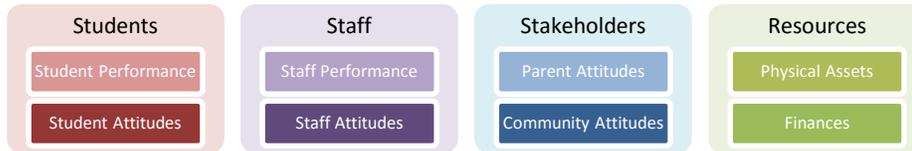


PRINCIPLES OF ORGANIZATION

The Principles of Organization are designed to provide direction, meaning, and significance to our work of improving the achievement of all District students. These Principles of Organization apply to all District staff. It is important to explicitly define these core principles from which we develop our culture and organizational thinking.

- A. All individuals consider the following when making decisions:



- B. All individuals consider doing “no harm to others” when making decisions.
- C. All individuals know the results for which they are responsible, take ownership of those results, and understand how the attainment of the results contributes to the achievement of the District’s purposes.
- D. All individuals have only one supervisor who, through mutual cooperation, is responsible exclusively for:
1. Setting objectives
 2. Allocating Resources
 3. Directing/Supporting/Coaching
 4. Evaluating Performance
- E. All individuals commit to transparency and timeliness.
- F. Authority for decisions is delegated as close as possible to the individuals affected by the decision. Authority can be delegated, but responsibilities cannot.
- G. Only those individuals accountable for the results can direct or reverse a decision associated with the achievement of those results.
- H. Practices, rules, and regulations are created solely when necessary and should not be created on the basis of preventing replication of mistakes made by an individual or a small group of individuals.
- I. All individuals promote and behave with integrity in their relationships with colleagues, students, parents, the community, and when representing the District.
- J. All individuals actively promote and maintain a relationship of mutual trust, confidence, and respect among all District staff.
- K. All individuals are responsible for maintaining an understanding of the issues in the District and are responsible for information they disseminate inside and outside the District.
- L. Each individual seeks to understand the basis for decisions and demonstrates commitment to that decision once it has been made.