Who We Represent
We represent the needs and interests of all students in the district and place their interests above all others in the decisions we make.

How We Govern
- We shall conduct business through a set agenda that is tied to district goals with a focus on student needs, growth, and achievement. Emerging items shall be addressed in subsequent meetings unless circumstances require immediate action. Requests to add agenda items shall be made to the chair of the appropriate committee.
- We shall make each meeting effective and efficient, giving each member an equal opportunity to express their views and convey their input in a concise and topic-focused manner. We shall attend meetings prepared to discuss agenda items and to participate in efficient decision making.
- We shall base our decisions on the best available information, avoid bias, and vote our conviction in conjunction with constituent input.
- We shall respect staff and fellow committee members and exhibit professional conduct and behavior at all times.
- We shall uphold all applicable state and federal laws and regulations, including the code of ethics.
- We shall maintain confidentiality of privileged information, including, but not limited to, items discussed in executive session.

How We Treat Each Other
- We shall debate the issues keeping an open mind regarding other member’s opinions and/or positions.
- We shall work to build trust between and among School Committee members, the Superintendent, and the administration by treating everyone with dignity and respect, even in times of disagreement.

How We Communicate
- The Superintendent and the School Committee recognize the importance of proactive communication. School Committee members should make their best effort to convey their questions or concerns to the chair and the Superintendent in advance of a meeting. We support the “no surprises” philosophy.
- We will follow and respect the chain of command and direct others to do the same, referring constituent complaints and concerns to the appropriate individual within the district chain of command and referring personnel complaints and concerns to the Superintendent.
- We shall advocate for the public schools and public education by promoting interest in and support for public education. We shall always project a positive image and share the news of our successes.
- While we recognize the chair as the official voice of the School Committee, individuals may express their views and opinions to the media and the community while clearly indicating that they speak only for themselves.

How We Will Improve
- All newly elected School Committee members will attend a MASC orientation session.
- All members will be open to continued personal growth through participating in training opportunities.
- We shall review and revise operating protocols at the beginning of each term.
- We shall develop and maintain a district new member mentoring and orientation program.
What Are Our Limits of Power

- We accept the will of the majority vote in all cases and will abide by and carry out all School Committee decisions once they are made. When our personal view conflicts with the majority vote, we retain the right to express our personal view while still supporting the majority decision.

- We shall recognize that authority rests only with the majority decision of the School Committee and we shall not make any independent commitments or take any independent actions that may compromise the School Committee as a whole.

- We shall follow the chain of command and direct others to do the same. Committee members should direct individual complaints and concerns regarding personnel to the Superintendent.

- We shall exercise leadership in district vision, planning, policy, budgeting, program evaluation, and advocacy.

- It is the Superintendent’s responsibility to oversee personnel issues and to manage the day-to-day operations of the district. It is the School Committee’s responsibility to evaluate the Superintendent’s effectiveness in these matters.

- We shall not use our positions for personal or partisan gain.

- We shall refer any important questions or concerns received from members of the community to the Superintendent. The Superintendent, not any School Committee member has the authority to investigate. The Superintendent shall provide committee members with her/his response. It is not the role of the School Committee to resolve issues.

What Happens When Things Go Wrong

- We shall work together to clarify and restate discussions in order to strive for full understanding.

- We recognize the importance of honoring our agreed upon operating protocols and take responsibility for reminding one another when necessary.

- We shall maintain fidelity to these commitments and will be held accountable by our fellow School Committee members should any of us fail to live up to these commitments. If a School Committee member allegedly violates any of the operating protocols, they will be referred to the chair or in the case of the chair, to the vice chair for attempted mediation of the dispute.

- Any person aggrieved by the outcome of the mediation effort may appeal to the School Committee.

- In resolving disputes among members, the chair may take advantage of all available resources including Roberts Rules of Order regarding discipline and/or the school attorney in order to seek resolution.

Kris Silverstein, President
Paul A. Manzo, Vice President
Lorinda Visnick, Secretary
Michael P. Cahill, Mayor
Rachael Abell
John J. Mullady
Paul Goodwin

Please see School Committee policies 8, 11, 12, 21 & 23 in Section B for procedural information regarding Codes of Ethics, Powers & Duties, Meetings, Relationships and Communications.