Exhibit D

PROPOSED NORMS
FOR THE BCPS
BOARD OF EDUCATION

OUR FOCUS: MEETING THE NEEDS OF ALL OF OUR CHILDREN IN ALL OF OUR SCHOOLS

• We will treat each other with respect by:
  o Listening attentively,
  o Coming prepared to participate, and
  o Considering all points of view.

• We will interact respectfully with:
  o Members of the community,
  o Public officials,
  o The Superintendent and school system staff, and
  o Each Other

• We will communicate openly and honestly.

• We will adhere to standards of ethical conduct.

• We will recognize and support our collective decision-making responsibility.

• We will continually strive to expand our knowledge of public education and skills in governance through:
  o Conferences
  o Workshops
  o Seminars
  o Retreats
  o Books and publications