



BEN FRANKLIN ACADEMY BOARD OF DIRECTORS CODE OF ETHICS

MISSION

The mission of Ben Franklin Academy is to develop young adults with character like America's founding Renaissance man, Benjamin Franklin: well-read, scientifically curious, and civically engaged.

VISION

Our students will excel academically through a challenging, sequenced curriculum that emphasizes math, science, the arts, and literacy. We will be a data-driven institution, focusing on individual students. Our students, teachers, parents, staff, and leaders will be held accountable for the success of our school. Finally, we recognize that an education is incomplete without fostering social emotional development, character, sports, and nature.

CODE OF ETHICS

The Ben Franklin Academy Board of Directors (the Board) desires to operate in the most ethical and conscientious manner possible consistent with BFA's Mission and Vision and to that end the Board adopts this Code of Ethics and each member of the Board agrees that he or she will:

Domain I: Governance Structure

1. Recognize that the authority of the Board rests only with the Board as a whole and not with individual members and act accordingly
2. Support the delegation of authority for the day-to-day administration to BFA leadership and act accordingly
3. Honor the chain of command and refer problems or complaints consistent with the chain of command
4. Recognize that the Principal should be present at all meetings of the Board except when his or her contract, salary or performance is under consideration
5. Not undermine the authority of the Principal or school administration
6. Use reasonable efforts to keep the Principal informed of concerns or specific recommendations that any member of the Board may bring to the Board

Domain II: Strategic Planning

1. Reflect through actions that his or her first and foremost concern is for the educational experience of the children attending BFA
2. Participate in all planning activities to develop and execute the vision and goals of the Board
3. Work with the Board and BFA leadership to ensure prudent and accountable uses of the resources of BFA
4. Render all decisions based on available facts and his or her independent judgment and refuse to surrender his or her judgment to individuals or special interest groups

5. Uphold and enforce all applicable laws, all rules and guidelines of the State Board of Education and the Board

Domain III: Board and Community Relations

1. Seek regular and systematic communications among the Board and students, staff, and the community.
2. Communicate to the Board and BFA leadership expressions of public reaction to Board policies and BFA programs
3. Actively promote and represent BFA in a positive and professional manner
4. Seek to increase parent satisfaction and parent awareness

Domain IV: Policy Development

1. Work with other Board members to establish effective policies for BFA
2. Make decisions on policy matters only after a full discussion at publicly held Board meetings
3. Periodically review and evaluate the effectiveness of policies on BFA programs and performance

Domain V: Board Meetings

1. Attend and participate in regularly scheduled and called Board meetings
2. Be informed and prepared to discuss issues to be considered on the Board agenda
3. Work with other Board members in a spirit of harmony and cooperation in spite of differences of opinion that may arise during the discussion and resolution of issues at Board meetings
4. Vote for a closed executive session of the Board only when applicable law or Board policy requires consideration of a matter in executive session
5. Maintain the confidentiality of all discussions and other matters pertaining to the Board and BFA, during executive session of the Board
6. Make decisions in accordance with the interests of BFA as a whole and not any particular agreement thereof
7. Express opinions before votes are cast, but after the Board vote, abide by and support all majority decisions of the Board

Domain VI: Personnel

1. Consider the employment of personnel only after receiving and considering the recommendation of BFA leadership
2. Support the employment of persons best qualified to serve as employees of BFA and insist on regular and impartial 360 evaluations of BFA staff.
3. Comply with all applicable laws, rules, regulation, and all Board policies regarding employment of family members

Domain VII: Financial Governance

1. Refrain from using the position of Board member for personal or partisan gain or to benefit any person or entity over the interest of BFA
2. Maintain the financial stability of BFA

Conduct as a Board Member

1. Devote sufficient time, thought and study to the performance of the duties and responsibilities of a member of the Board

3. Become informed about current educational issues by individual study and through participation in programs providing needed education and training
4. Communicate in a respectful professional manner with and about fellow Board members
5. Take no private action that will compromise the Board or BFA administration
6. Participate in all required training programs developed for Board members by the Board or the State Board of Education

Conflicts of Interest

1. Announce potential conflicts of interest before Board action is taken
2. Comply with the conflicts of interest policy of the Board, all applicable laws and State Board of Education Standard, rules and guidelines

Upon a motion supported by a two-thirds (2/3) vote, the Board may choose to conduct a hearing concerning a possible violation of this Code of Ethics by a member of the Board. The Board member accused of violating this Code of Ethics will have thirty (30) days notice prior to a hearing on the matter. The accused Board member may bring witnesses on his or her behalf to the hearing, and the Board may elect to call witnesses to inquire into the matter. If found by a vote of 2/3 of all the members of the Board that the accused Board member has violated this Code of Ethics, the Board shall determine an appropriate sanction. A record of the decision of the Board to sanction a Board member for a violation of this Code of Ethics shall be placed in the permanent minutes of the Board.

8/21/2018: Reviewed

8/31/2021: Reviewed