**HORRY COUNTY SCHOOLS**
**MONITORING REPORT OE-1**
**Global Operational Expectations**

I certify that the information in this report is true.

Signed: Rick Maxey Date: 3/5/18
Rick Maxey, Superintendent

Disposition of the Board:
_____ In compliance
_____ Not in compliance
_____ Compliance with exception

Signed: _____ Date: _____
Joe DeFeo, Board Chair

Comments: _____
_____
_____
_____

| OE-1 – Global Operational Expectation | Supt | Supt | Bd | Bd |
|---|---|---|---|---|
| | In compliance | Not in compliance | In compliance | Not in compliance |
| The superintendent shall take reasonable measures to protect the organization's public image or credibility. | X | | | |

**Interpretation:** I interpret this policy to mean that all actions taken by school district staff will be lawful, ethical, safe, respectful, prudent, aligned with board policy, and supportive of the organization's public image and credibility. If any action fails to meet this expectation, there will be corresponding consequences.

Reasonable measures to prevent any practice, activity, decision, or district condition that would be in violation of this expectation will be taken. Measures will include education and awareness training for all new staff on district expectations; the provision of written guidelines such as policy manuals and staff handbooks; modeling of appropriate actions; and the assignment of penalties for failure to adhere to the expectations. Prevention will address overt actions as well as any actions which have the appearance of being unlawful, disrespectful, imprudent, or in violation of board policy or endangering the organization's public image or credibility. Consequences will include all appropriate remedies, including transfer, reassignment, or termination.

**Evidence of Status of Compliance:** District policies include a Personnel section that covers all aspects of staff decorum. These same policies and the Personnel Handbook are available in electronic format and are easily accessible to staff. All district staff members are evaluated annually.

Staff members are required to complete online awareness training and assessment annually in the following areas (as appropriate):

- Employment Practices/Supervisory
  - Discrimination: Avoiding Discriminatory Practices
  - Reasonable Suspicion for Drugs & Alcohol Use
  - Sexual Harassment: Staff to Staff
  - Termination: Practice & Procedure
  - Customer Service: Support Staff
  - Horry County Schools: Personnel Handbook
- Environmental
  - Asbestos Awareness
  - Back Injury & Lifting
  - Electrical Safety: Complete
  - Energy Conservation
  - Fall Protection
  - Fire Extinguisher Safety
  - Forklift Safety
  - Hazard Communications: Right to Understand
  - Heat Illness Prevention
  - Integrated Pest Management
  - Ladder Safety
  - Lead Safety Awareness
  - Lockout/Tagout: Energy Release
  - Safety Data Sheets
  - Personal Protective Equipment
  - Slips, Trips, & Falls: Complete
  - Classroom Safety
  - Concussion Awareness
  - Horry County Schools: General Safety
  - Playground Supervision
  - Science Lab Safety
- Health
  - Automated External Defibrillators
  - Bloodborne Pathogens Exposure Prevention: Complete
  - Bloodborne Pathogens Exposure Prevention: Refresher
  - Cardiopulmonary Resuscitation (CPR)
  - First Aid
  - Health Emergencies: Overview
  - Health Emergencies: Asthma Awareness
  - Health Emergencies: Diabetes Awareness
  - Health Emergencies: Hemophilia
  - Health Emergencies: Life-threatening Allergies
  - Health Emergencies: Seizures
  - Health: Medication Administration Basics

- Human Resources
  - Conflict Management: Staff-to-Staff
  - Customer Service: Support Staff
  - Diversity Awareness: Staff-to-Staff
  - FERPA: Confidentiality of Records
  - Sexual Harassment: Staff-to-Staff: Complete
  - Sexual Harassment: Staff-to-Staff: Refresher
- Information Technology
  - Copyright Infringement
  - Online Safety: Cyberbullying
  - Children's Internet protection Act (CIPA) Compliance
  - Online Safety: Threat of Violence
- Nutrition Services
  - Food Safety & Kitchen Sanitation
  - Foodborne Illnesses
- Security
  - Crisis Response and Recovery
  - Emergency Operations Management: Building a Plan
  - Emergency Operations Management: Implementing the Plan
  - Gang Awareness
  - School Intruder
- Social & Behavioral
  - Child Abuse: Identification & Intervention: Complete
  - Child Abuse: Identification & Intervention: Primer
  - Youth Suicide: Awareness & Prevention
  - Conflict Management: Managing the Angry Parent
  - Conflict Management: Student to Student
  - Disruptive Student Behavior
  - Homeless Students: Awareness and Understanding
- Special Education
  - Special Education: Lifting and Transfers
  - Special Education: Safety in the Classroom
- Transportation
  - Defensive Driving
  - Transportation: Child Safety Restraints Systems
  - Transportation: Evacuation Planning for Students with Special Needs

New staff members complete orientation, which includes training in appropriate professional standards. Ongoing training occurs through A-Team, Office of Student Affairs programs, New Principal Leadership Program, and other professional development sessions for both certified and non-certified staff, many of which are offered year-round.

Kenny Generette presents to A-Team members new laws, policies, and guidelines impacting services for all students. He also provides principals with real-life scenarios concerning various student and human resource topics to assist principals in acquiring a better understanding of relevant state and federal laws.