

**PORTAGE PUBLIC SCHOOLS' BOARD OF EDUCATION
POLICY GOVERNANCE RETREAT
CONFERENCE RM #1, PORTAGE PUBLIC SCHOOLS' ADMINISTRATION BUILDING, 8107 MUSTANG
DRIVE, PORTAGE, MI 49002
MARCH 9, 2026, 4:00 PM
AGENDA**

VISION STATEMENT

We are inspired to be an exceptional community grounded in fostering strengths, growth, and lifelong learning. Every student. Every future.

MISSION STATEMENT

Portage Public Schools will educate all students to achieve their potential.

I. CALL TO ORDER	
II. REVISIONS/APPROVAL OF AGENDA	2
III. COMMENTS OR COMMUNICATIONS	3
1. BY CITIZENS	
IV. DISCUSSION ITEMS	
1. ENDS 1.1, ACADEMIC SUCCESS	4
2. ENDS 1.3, RESILIENCE IN LIFE	6
3. EXECUTIVE LIMITATIONS 2.1, TREATMENT OF CONSUMERS	8
4. EXECUTIVE LIMITATIONS 2.2, TREATMENT OF STAFF	10
V. ADJOURN	

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION – POLICY GOVERNANCE RETREAT
ADMINISTRATION BUILDING, CONFERENCE ROOM #1
MARCH 9, 2026, 4:00 P.M.**

Note Page

II. Revisions/Approval of Agenda

Recommended Motion:

Motion offered by _____, seconded by _____, that the Board of Education approve the Agenda as printed (or as amended).

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION – POLICY GOVERNANCE RETREAT
ADMINISTRATION BUILDING, CONFERENCE ROOM #1
MARCH 9, 2026, 4:00 P.M.**

Note Page

III. Comments or Communications

1. By Citizens

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION – POLICY GOVERNANCE RETREAT
ADMINISTRATION BUILDING, CONFERENCE ROOM #1
MARCH 9, 2026, 4:00 P.M.**

Note Page

IV. Discussion Items

1. Ends 1.1, Academic Success

POLICY TYPE: ENDS

1.0 POLICY TITLE: GLOBAL ENDS

Mission: Portage Public Schools will educate all students to achieve their potential.

Vision: We are inspired to be an exceptional community grounded in fostering strengths, growth, and lifelong learning. Every student. Every future.

Global Ends Statement: Portage Public Schools will educate all students to achieve their potential, at a level such that the results justify the costs.

Ends: The following ends statements establish long-range aspirational and visionary outcomes for the District that reflect community values and support the vision for the District. All of the ends statements contribute to a successful graduate of Portage Public Schools and reinforce the commitment of the Board to continuous improvement and high expectations for all students. Success is based on improvement of results over time and favorable comparisons to similar schools, and the “State of Michigan averages.”

1.1 ACADEMIC SUCCESS

Students demonstrate progress toward mastery of core curriculum standards evidenced by annual academic growth within grade level cohorts, growth of low achieving students, and by achieving academic proficiency.

Internal report provided annually in Nov. (HS, MS), Dec. (Elem) and Jan. (overall).

1.2 LEARNING AND LEADERSHIP SKILLS

Students have 21st Century Learning Skills including:

- critical thinking,
- creativity,
- communication, and
- collaboration skills to equip them to learn and to lead with confidence.

Internal report provided annually in March.

1.3 RESILIENCE IN LIFE

Students have social-emotional learning competencies including:

- skills in self-management,
- self-awareness,
- social awareness,
- relationship skills, and
- responsible decision-making to build resilience to navigate life.

Internal report provided annually in April.

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION – POLICY GOVERNANCE RETREAT
ADMINISTRATION BUILDING, CONFERENCE ROOM #1
MARCH 9, 2026, 4:00 P.M.**

Note Page

IV. Discussion Items

2. Ends 1.3, Resilience in Life

POLICY TYPE: ENDS

1.0 POLICY TITLE: GLOBAL ENDS

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BOARD OF EDUCATION – POLICY GOVERNANCE RETREAT
ADMINISTRATION BUILDING, CONFERENCE ROOM #1
MARCH 9, 2026, 4:00 P.M.**

Note Page

IV. Discussion Items

3. Executive Limitations 2.1, Treatment of Consumers

POLICY TYPE: EXECUTIVE LIMITATIONS

2.1 POLICY TITLE: *TREATMENT OF CONSUMERS*

With respect to interactions with consumers (defined as students, parents and/or legal guardians) or those applying to be consumers, the Superintendent shall not cause or allow conditions, procedures, or decisions which are inequitable, unsafe, undignified, unclear or unnecessarily intrusive.

Further, without limiting the scope of the foregoing by this enumeration, he or she shall not:

1. Fail to provide an environment that generates high levels of student engagement and parent satisfaction.
2. Use application forms that elicit information for which there is no clear necessity.
3. Use methods of collecting, reviewing, transmitting, or storing client information that fail to protect against improper access to the material elicited.
4. Provide facilities that are inaccessible to all or do not provide for appropriate privacy.
5. Cause consumers to be confused about what may be expected of them by the organization.
6. Cause consumers to be confused about what may or may not be expected from any service offered by the organization.
7. Allow consumers to be uninformed of their protections under this policy or discourage persons who believe they have not been accorded a reasonable interpretation of their protections under this policy from airing a complaint and being heard.
8. Allow or condone discrimination by the District or its staff against students or their families for voicing their opinion in a non-disruptive manner.

Adopted: 9/22/08, Revised: 5/21/18
Internal report provided annually in October.

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION – POLICY GOVERNANCE RETREAT
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MARCH 9, 2026, 4:00 P.M.**

Note Page

IV. Discussion Items

4. Executive Limitations 2.2, Treatment of Staff

POLICY TYPE: EXECUTIVE LIMITATIONS

2.2 POLICY TITLE: *TREATMENT OF STAFF*

With respect to the treatment of paid and volunteer staff, the Superintendent may not cause or allow a work environment which is inequitable, unsafe, undignified, disorganized, unclear, or results in a conflict of interest.

Further, without limiting the scope of the foregoing by this enumeration, he or she shall not:

1. Fail to provide a work environment conducive to high performance, engagement, and growth.
2. Operate without written personnel rules which: (a) clarify rules for staff, (b) provide for effective handling of grievances, and (c) protect against wrongful conditions, such as nepotism and grossly preferential treatment for personal reasons.
3. Discriminate against any staff member for non-disruptive expression of dissent.
4. Prevent staff from addressing the board when (a) internal grievance procedures have been exhausted, and (b) the employee alleges that board policy has been violated to his or her detriment.
5. Allow staff to be uninformed or unaware of their protections under this policy as interpreted by the Superintendent.
6. With respect to the treatment of paid staff, no District employee shall have a direct supervisory role of a family member. "Family member" means a person's spouse or spouse's sibling or sibling's spouse or child; a person's child or child's spouse; or a person's spouse or parent's spouse, and includes relationships as created by adoption or marriage.
7. Fail to administer an evaluation process for teachers and administrators consistent with state law.

Adopted: 9/22/08, Revised: 11/25/13, 5/22/17, 5/21/18
Internal report provided annually in November.