

CORE PRINCIPLES AND KEY PROCESSES

VASHON BOARD OF COMMISSIONERS CORE PRINCIPLES

The following principles and values will guide our actions and decisions:

- **Integrity:** We believe that acting honorably is the foundation of everything we do and the basis of public trust. We hold ourselves to the highest ethical standards; we model ethical conduct to our customers (the community), to staff, and to each other. We earn credibility by doing, the right thing, being open and honest.
- **Respect:** We highly value each individual's significance and contribution. We consistently treat others with courtesy and dignity. We listen to fully understand others' points of view and learn.
- **Transparency:** We are committed to information disclosure, clarity, and accuracy and believe our communication, decision making, and reports should be available to all of our stakeholders.
- **Service:** We consider the community our customer and are committed to fully understand our community's needs and to provide quality products and services at the best possible value to our customers. We want to be known as helpful and fair.
- **Work for the common good:** We are committed to make decisions that work for the advantage and benefit of the community as a whole versus individual needs, agendas, and interests.
- **Accountability:** We hold ourselves accountable for our actions and results. We take responsibility for our performance and are willing to admit our mistakes.
- **Teamwork:** Our success depends on our ability to perform together as one cohesive team. We give support to one another, unselfishly helping each other and giving credit where credit is due; we do not let each other fail. We understand the strength of cooperation, collaboration, and camaraderie.
- **Stewardship:** We understand that the community trusts us to be good guardians of the community's resources. We are committed to managing community assets wisely and working to build and preserve a sustainable community. We consider the various tradeoffs between short-term gain for the longer-term care, protection, and preservation of resources.
- **Innovation and continuous learning & improvement:** We encourage new ideas to improve the department effectiveness. We value input that challenges our current ways of doing business in order to better deliver

our programs and services. We are committed to learning from other park district practices.

First and foremost is **integrity** – integrity with each other, integrity with financial reporting, and integrity in communications with members of our community.

Second is the notion of **transparency** – transparency applies especially to our financial reporting and our decision making processes.

Any other core principles?

CORE PROCESSES

These represent the most important processes that will be based on the core principles above. We will need to revise the current policy manual (written in 2000 with a few edits done in 2006) in 2016 to incorporate the processes we think are important.

1. Decision making
2. Communication (between ourselves, with public, with press)
3. Financial reporting
4. Capital projects
5. Evaluating proposals
6. Project management
7. Implementation
8. Public relations
9. Planning (e.g. strategic plan, CAPRA)
10. Process improvement

Any other core processes?