

Board - Superintendent Relationship

The relationship of the Board of Education and the Superintendent is similar to that of boards and executives of business corporations. It is the role of the Board to establish policy and the role of the Superintendent to administer that policy.

The establishment of policies for the governing of a school district by the Board of Education and the administration of those policies by the Superintendent of Schools call for a high order of devotion, statesmanship, and integrity. It is of utmost importance for the good of the children in our schools, that the Board and the Superintendent work in an atmosphere of mutual trust and good will.

REGULATIONS:

1. The Board will establish written policies for the operation of the schools as prescribed by law and other policies as may seem advisable.
2. The Board will select a superintendent of schools who shall be the chief executive officer of the school system and be directly responsible to the Board for the total administration of the school district. The Board will not assume the administrative function, but will vest in the Superintendent executive authority commensurate with responsibility.
3. The Board of Education will exercise its control over the School District through its power to:
 - set the philosophy of education for the District
 - determine the goals and objectives of the District
 - hire the Superintendent to administer a program to achieve District goals and objectives, and to release a superintendent when it is determined that the Superintendent is not effective
 - set District policy and accompanying administrative regulations
 - determine what educational programs shall be implemented or discontinued
 - determine the annual budget of the District
 - determine if and when additional employment positions will be added in the District.
4. The Superintendent is responsible for the operation and administration of the District, and the role of the Board of Education is to hold the Superintendent accountable for the achievement of District goals and for the appropriate use of the financial resources of the district.
5. The provision in the Superintendent's contract which states,
"Subject to the Board's approval, the Superintendent shall have the freedom to organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, in a manner in which his/her judgment best serves the District.

Subject to the Board's approval, the responsibility for selection, placement and transfer of personnel shall be vested in the Superintendent,"

means that the Superintendent is responsible for making personnel decisions and the Board of Education will hold the Superintendent accountable for following Board policies in making his/her own decisions. If the Superintendent has adhered to predetermined district policy, the Board of Education will be expected to confirm the Superintendent's decisions.

6. The Board will endeavor to give counsel and advice to the Superintendent regarding the administration of schools as it deems necessary or expedient, remembering always that Board members as individuals have no authority, and only policies voted by the Board have force. The Board will adopt policies only after consulting with the Superintendent.
7. The Board will require of the Superintendent such periodic reports as the Board deems necessary to keep it properly advised on the administration of the school district. The Superintendent should be frank, honest, concise, and complete in reporting to the Board.
8. The Board will expect recommendations for the improvement of the School District from the Superintendent. The Superintendent's role is to provide leadership for the public schools of the District.
9. The Board will require that the Superintendent attend all Board meetings, except at those times when the Superintendent's own employment may be under consideration, or when, by mutual consent, his/her absence is authorized by the Board.
10. The Superintendent, as executive officer and professional advisor to the Board, will endeavor to develop ways and means of serving the community and of keeping parents, patrons, and taxpayers informed of school programs.