

What the Superintendent may Expect of the Board

That the board assist the superintendent with counsel and advice, giving him the benefit of its judgment, business experience, and familiarity with the local school system and the community.

That the board consult with the superintendent on all matters concerning the school system which the board is considering or about which it proposes to take action.

That the board delegate to the superintendent responsibility for all executive functions, refrain from handling directly any administrative details, and give the superintendent authority commensurate with his responsibilities.

That the board make all employees of the school system responsible to the superintendent, refrain from any direct dealings with any of them, and require and receive all reports from them through the superintendent. **The exception would be if an employee has a concern relating directly to the conduct of the superintendent.**

That the board refer all applications, complaints, and other communications, oral or written, to the superintendent, except when such may come to the board, in meeting, on appeal from decisions of the superintendent.

That the board provide adequate safeguards for the superintendent and other personnel so that they may perform their proper functions on a professional basis. (This involves, particularly, supporting the superintendent in his efforts to protect the personnel and the schools from individuals and organizations seeking to exploit the schools for selfish reasons.

That the board support the superintendent loyally and actively in all decisions and actions conformable to proper professional standards and the announced policy of the board, and accept full responsibility for administrative acts authorized by, or resulting from, the policies of the board.

That the board hold the superintendent strictly responsible for the administration of the schools, require him to keep the board fully informed at all times, through both written and oral reports, review and appraise the results of his work, and inform him when any methods or procedures do not meet with the approval of the board.

EXPECTATIONS:

A board should expect much from its superintendent; likewise, a superintendent has a right to expect much from the board. Each should have a complete understanding of what the other's expectations are. A superintendent should be able to assume that his board will:

1. Act in an ethical and responsible manner at all times.
2. Furnish objective counsel and advice.
3. Reserve the administration of the school as his responsibility.
4. Support him, providing he carries out board policy.
5. Evaluate his work fairly and impartially on a regular basis.

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