

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

DISTRICT POLICY

POLICY SERIES: Board Officers & Operations

SUBJECT: Board-Superintendent Relations

BOARD APPROVED: December 2008

BOARD REVIEWED DATE: October 2012

BOO120 Board-Superintendent Relations

I. PURPOSE

The purpose of this policy is to ensure a positive and productive Board-Superintendent working relationship.

II. GENERAL STATEMENT OF POLICY

- A. A positive Board-Superintendent relationship is essential to the effective management of the District. The foundation of that relationship is a clear understanding by both parties of their different roles and responsibilities.
- B. The Board-Superintendent relationship must be one of mutual respect and of adherence to defined roles and responsibilities.
- C. The Board shall respect the Superintendent as an expert in the District's administration and operations, and shall concern itself primarily with broad questions of policy rather than administrative details.
- D. The Superintendent shall respect the work of the Board, seek to provide it with timely information for informed and thorough deliberations, understand Board expectations and priorities, and implement Board policies to the best of his or her ability.
- E. The Superintendent is the Board's primary point of connection to the operational organization of the District. All authority and accountability of staff, as far as the Board is concerned, is considered to be the responsibility of the Superintendent. The Board shall not give directives to any employee other than the Superintendent.
- F. Only decisions of the Board, acting as a body, are binding on the Superintendent.

III. ROLES AND RESPONSIBILITIES

- A. The factors necessary to establish and maintain a positive relationship include:
 - 1. A written description of the Superintendent's primary duties and responsibilities and authority commensurate with the responsibilities.
 - 2. Clearly established and articulated Board policies and goals for the District.
 - 3. Regular communications from the Board to the Superintendent including assessments of the Superintendent's success in implementing Board policies and meeting Board goals.
 - 4. Regular administrative communications and recommendations to the Board concerning District programs, personnel, needs, resources, and operations.

- B. The Board shall conduct an annual review and appraisal of the Superintendent's performance. If necessary, the Board shall provide the Superintendent with a plan for improvement.