



CODE: A24

BOARD/SUPERINTENDENT RELATIONSHIP

Policy

The Mountain Views Supervisory Union and its member districts' boards establish policy and governs through the policy they create. The superintendent manages all operations of the school system in accordance with board policies.

The board recognizes and values the superintendent's experience and expertise in instructional and administrative matters. The superintendent recognizes and values the board's experience in issues related to the Mountain Views Supervisory Union and the board's connections and responsibilities to the communities represented.

The superintendent and the board members respect the confidentiality of communication in both directions and work toward open communication and trust. The superintendent works only for the board as a whole, not for any individual member. Only decisions of the board acting as a body are binding on the superintendent.

Board members work directly with the superintendent and central office staff, so long as such communication is clearly not giving direction or suggesting a course of action that staff perceives as direction. When presented with citizen concerns, board members refer them to appropriate levels of authority, in accordance with the district's policy on complaints.

The board directs the superintendent through written policies that prescribe the results the board wants to achieve. The board is realistic in setting expectations about what can be accomplished, given the school district's available resources. The superintendent is accountable to the board for the performance of staff.

Annually, the Supervisory Union board evaluates the superintendent's performance. The superintendent is accountable to the board for the achievement of the boards' goals. The boards are responsible for clearly setting forth and communicating their expectations before evaluation takes place. The board will evaluate the superintendent's job performance in a way that is systematic, fair, and effective.

Date Warned: June 8, 2020

Date Adopted: August 3, 2020