

BOARD-SUPERINTENDENT RELATIONS

FILE: BDD

TITLE: Board-Superintendent Relations

POLICY:

The relationship between the board and the superintendent shall comply with these guidelines:

- (1) The board's sole connections to the operational organization, its achievements and conduct will be through a Chief Executive Officer, titled Superintendent.
- (2) Only decisions of the full board acting as a body are binding on the superintendent. In the case of board members or committees requesting information or assistance without board authorization, the superintendent may refuse such requests that, in the superintendent's opinion, require a material amount of staff time or resources or that are disruptive or unreasonable.
- (3) The superintendent is the board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the board is concerned, is considered to be the responsibility of the superintendent. Accordingly:
 - (a) The board will never give instructions to or exert undue influence over persons who report directly or indirectly to the superintendent.
 - (b) The board will view superintendent performance as identical to organizational performance, so that organizational accomplishment of board-stated goals and avoidance of board-proscribed means will be viewed as successful superintendent performance.
 - (c) Except as required by law, the board will not participate in decisions or actions involving the hiring, evaluating, disciplining or dismissal of any employee other than the superintendent.
- (4) Accountability requires that the board set expectations, assign responsibility for performance to the superintendent, and rigorously monitor to assure that those expectations are being met.
- (5) Each August, the board will conduct a formal summative evaluation of the superintendent. A written evaluation document will be compiled by the board chairman or the chairman's designee. The superintendent and the board will review the document in executive session.

LAWS IMPLEMENTED:

Section 1001.49, Florida Statutes

ADOPTED: 11/17/08

BOARD-SUPERINTENDENT RELATIONS cont'd

FILE: BDD

TITLE: Board Expectations for the Superintendent

POLICY:

The school board shall provide the superintendent with a clear statement of expectations prior to the beginning of each school year. These expectations may include items concerning the following:

- (1) The superintendent's interactions with the board as a whole and with individual board members
- (2) The Strategic Plan

LAWS IMPLEMENTED:

Section 1001.49, Florida Statutes

ADOPTED: 11/17/08