THE BOARD AND SUPERINTENDENT RELATIONSHIP
Committing to a communication Process to Support District Growth

John Conwell, Superintendent Unalaska City School District
Tiffany Jackson, Director of Membership Services

Housekeeping ~ Muting

*6 From phone

Housekeeping ~ Raising Hand

*9 From phone
Housekeeping - Chat

Feel free to enter questions and comments into the chat box.

Chat box is being recorded and will be emailed to the host after the session ends.

Relationships

- Always evolving
- Will grow together or grow apart based on the last written or spoken interaction
What should a Board expect?

Equal Treatment and Access
- Every question asked by a Board member answered, and shared with all board members
- All Board members receive the same information, at the same time
- Superintendent available to meet individually with all Board members at mutually convenient times

What should a Board expect?

Processing Time
- Information shared timely to all Board members
- Ample time for Board members to:
  - Process the information
  - Ask questions about the information
  - Reflect and deliberate on the information

What should a Board expect?

“Friday board Updates”
- Regular, weekly written communication about district initiatives
- Aligned with district’s strategic plan, district goals, and/or Board goals
- Early information about topics the Board will be deliberating on in the near future
What should a Superintendent expect?

**District Strategic Plan or District Goals Prioritized**
- Current, regularly updated, transparent and visible for all stakeholders
- Provides the Superintendent with the vision and values of the district
- Provides the Superintendent with the framework for all district improvement work

What should a Superintendent expect?

- The Board is committed to learning and growing together
- Invest professionally in the Board and Superintendent relationship
- Builds a shared vision focused on students needs for the future
- Supports the development of mutual trust and understanding

What should a Superintendent expect?

The Board adheres to the Appropriate Chain of Authority
- **Listen openly** to concern, then direct where most appropriately handled.
- **Share** immediately with the Superintendent
What should a Superintendent expect?

Board members are proactive if they have questions or concerns
■ Have concerns? Schedule a meeting with the Superintendent

Roles & Responsibilities
Board – only when convened as a body
■ Support Superintendent with Advice and Counsel
■ Considers and approves policies
■ Adopts the budget
■ Delegates all executive functions to the Superintendent
■ Allows Superintendent to manage all employees
■ Keeps Superintendent informed – No Surprise
■ Refers complaints to the Superintendent
■ Holds Superintendent Accountable
Roles & Responsibilities

Superintendent
- Loyal to the board
- Assists Board with Counsel and Advice
- Keeps the Board fully informed
- Recommends instructional improvements
- Recommends purchases and services
- Manages the Finances of the District
- Directs Gains in Student Achievement

Review the Superintendents contract defined roles

Who is Responsible?
Who is responsible for the supervision of employees at the school site?

Superintendent

Who is Responsible?
Who hires, recommends compensation, and otherwise controls all school employees?

Superintendent
Who is Responsible?
Who approves the employment of the administrators, teachers, and non-certificated personnel?

The Board

Relationship Building - Attitudes

■ Assume good faith
■ Care about the relationship
■ Be open to influence and be prepared to change

Questions and Answers
THANKS FOR ATTENDING!

Have more questions, email
Tiffany Jackson, tjackson@aasb.org