

THE BOARD AND SUPERINTENDENT RELATIONSHIP

Committing to a communication Process to
Support District Growth

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re·la·tion·ship

/reˈlāSH(ə)n, SHɪp/

noun

the way in which two or more concepts, objects, or people are connected, or the state of being connected.

"the study will assess the relationship between unemployment and political attitudes"

Similar: connection relation association link correlation

• the state of being connected by blood or marriage.

"they can trace their relationship to a common ancestor"

Similar: family ties family connections blood relationship blood ties

• the way in which two or more people or groups regard and behave toward each other.

"the landlord-tenant relationship"

Definitions from Oxford Languages

[Feedback](#)

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

- Questions 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

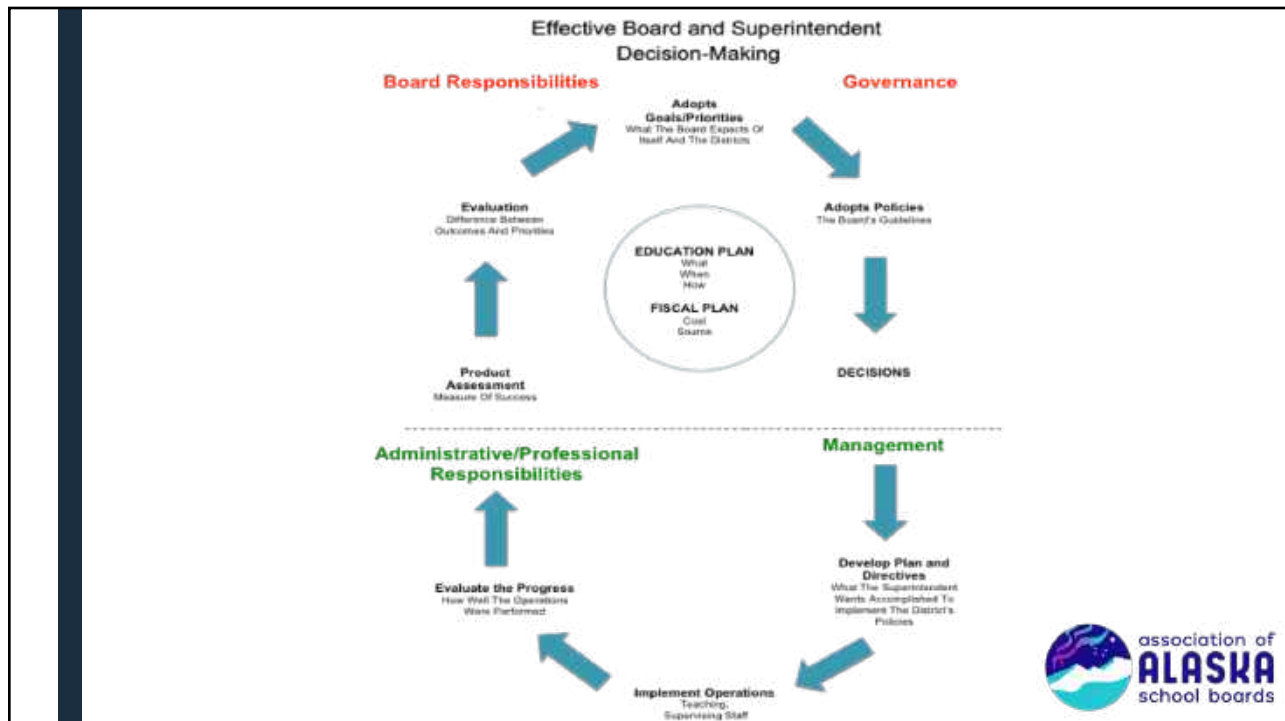


What should a Superintendent expect?

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 Surprises!**
- 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
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