

CONCEPTS AND ROLES

The Regional School Board expects the administration to promote the creation of the best possible educational program and to maintain an environment conducive to learning. The Superintendent shall provide the educational leadership in this effort and shall give top priority to meeting the needs of all students and actively helping teachers raise academic achievement.

The Board may employ administrative and supervisory personnel to assist in the effective management of the district. The Board expects the Superintendent to recognize, develop and use the leadership abilities of staff.

The Superintendent or designee shall develop decision-making processes which are responsive to the school community and to the specific needs of individual students. He/she shall provide means by which staff, students and parents/guardians at each school may participate in decisions related to school improvement and matters which the Board identifies as appropriately managed at the school site level. The administration shall provide professional advice to the Board and to citizen advisory committees.

(cf. 0420 - School-Based Management/Site Councils)

(cf. 1220 - Citizen Advisory Committees)

(cf. 2230 - Representative and Deliberative Groups)

(cf. 8000 - Advisory Regional School Boards)

The Board desires to give all administrators the authority they need in order to carry out their assigned responsibilities. The Board shall clearly state what it expects of the Superintendent and shall evaluate him/her on how well those expectations have been met. In turn, the Superintendent or designee shall clearly state what is expected of all other administrators and shall evaluate how well those expectations have been met.

Note: Employment policies affecting management personnel are in the 4300 section of the policy manual.
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(cf. 4300 - Management, Supervisory and Confidential Personnel)

(cf. 4315 - Evaluation/Supervision)

(cf. 4319.3 - Duties of Personnel)

Legal Reference:

ALASKA STATUTES

14.08.111 *Duties (Regional School Boards)*

14.14.110 *Cooperation With Other Districts*

14.14.130 *Chief School Administrator*

ADMINISTRATIVE STAFF ORGANIZATION

Authority originates with the publicly elected Regional School Board and state laws and regulations. The Superintendent or designee may delegate authority and responsibility to the administrators, Instructional Leaders and staff in accordance with law and Board policy.

The Superintendent shall organize the administrative staff in a manner which best enables the district to provide an effective program of instruction. He/she may adjust staff responsibilities to accommodate the district needs and/or individual capabilities.

(cf. 2230 - Representative and Deliberative Groups)

(cf. 4119.3 - Duties of Personnel)

Legal References:

ALASKA STATUTES

14.08.111 *Duties (Regional School Boards)*

14.14.130 *Chief School Administrator*

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ORGANIZATION CHART/LINES OF RESPONSIBILITY

All schools and departments shall form a single administrative system organized so that appropriate decision-making may take place at various levels in accordance with Board policy and administrative regulations. The Superintendent or designee shall maintain a current district organization chart, approved by the Board, which identifies lines of primary responsibility and the relationships between district positions.

The organization chart should clarify working relationships and functions. It is not intended to indicate all the lines of communication and cooperation which must exist to create successful and effective schools. The Superintendent or designee shall insure that all personnel understand to whom they are responsible and for what functions. Lines of responsibility should in no way prevent staff members at all levels from cooperating to develop the best possible school programs and services.

(cf. 2120 - Superintendent of Schools)

(cf. 2210 - Administrative Leeway in Absence of Board Policy)

(cf. 4119.3 - Duties of Personnel)

SUPERINTENDENT OF SCHOOLS

Note 1: As of July 1, 1998 school districts are no longer required to hire a superintendent. While hiring of a superintendent is now permissive, AASB recommends that Boards work closely with their legal counsel prior to the selection of an alternative administrative structure.

Note 2: The following policy is for those districts who employ a Superintendent of Schools.

The Superintendent is the chief executive officer and educational leader of the district. He/she executes all Regional School Board decisions and is accountable to the Board for managing the schools in accordance with the Board's policies. He/she informs the Board about school programs, practices and problems and provides professional advice on items requiring Board action.

The Board delegates to the Superintendent the power to make decisions concerning internal operations of the district. The Superintendent may delegate to other school staff any duties imposed upon him/her by the policies or vote of the Board, as far as the law permits. This delegation of power or duty shall not relieve the Superintendent of responsibility for actions taken by his/her designees.

The Superintendent shall have general supervision of all personnel and shall develop and execute consistent, fair and fiscally sound personnel procedures and practices, including an evaluation program for all district employees. He/she shall oversee all financial operations of the district and actively seek out new funding sources for the schools.

The Superintendent shall take an active leadership role in the development and improvement of the instructional program. He/she is expected to create a feeling of unity and enthusiasm among students and staff for the accomplishment of district goals.

The Superintendent shall articulate educational issues and values before the community and other governmental agencies. He/she shall be accessible to community members and shall work with them to further the district's goals and build a strong, positive community attitude toward the school system.

The Board expects the Superintendent to remain current on educational thought and practices by reading educational publications, attending educational conferences, and visiting other school systems in the interest of improving the district's instructional program and overall operation. The Superintendent shall inform the Board and staff of new developments and significant events in the field of education.

(cf. 2122 - Superintendent of Schools: Job Description)

Legal Reference:

ALASKA STATUTES

14.08.111 *Duties (Regional School Boards)*

14.14.130 *Chief School Administrator*

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SUPERINTENDENT'S CONTRACT

Note: A.S. 14.14.130 allows for the employment of a chief school administrator and permits the Board to employ a chief school administrator by contract. A.S. 14.20.130 limits the employment contract for the Superintendent to a term of three years. The optional language below may be revised as needed to reflect district philosophy.

The Regional School Board shall employ a Superintendent to serve as its chief administrative officer for a contract term of not more than three years. Prior to entering into an employment contract with the Superintendent, the Board shall have the contract reviewed by legal counsel.

Note: "Evergreen" or "roll-over" contracts continually extend the full life of a contract and should be carefully reviewed if considered.

The Board shall notify the Superintendent of its intention not to renew his/her contract early enough to ensure compliance with any notice requirements of the existing contract. Any extension of the life of the contract shall be contingent upon a satisfactory evaluation of the Superintendent's performance.

(cf. 2123 - Evaluation of the Superintendent)

Legal Reference:

ALASKA STATUTES

14.14.130 Chief School Administrator

14.20.130 Employment of Teachers and Administrators

Revised 9/98

SUPERINTENDENT OF SCHOOLS: JOB DESCRIPTION

The job of Superintendent entails many complex duties, some specified in law and some assigned by the Board. The Board shall provide the Superintendent with a job description that indicates his/her major responsibilities. The Board shall further define the Superintendent's responsibilities and duties through the adoption of Board policies.

Note: The following optional paragraph may be revised or deleted as desired.
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The Superintendent may undertake outside professional activities such as speaking and writing, provided that the duties of his/her office receive adequate time and energy and always take precedence over any such outside activities.

(cf. 2000 - Concepts and Roles)
(cf. 2120 - Superintendent of Schools)
(cf. 2123 - Evaluation of the Superintendent)

Legal Reference:
ALASKA STATUTES
14.14.130 Chief School Administrator

EVALUATION OF THE SUPERINTENDENT

Note: This optional policy may be revised to reflect district philosophy and needs.

The Board believes that an annual evaluation of the Superintendent's performance strengthens working relationships between the Superintendent and the Board. The evaluation process should clarify the Superintendent's role and give the Board and Superintendent an opportunity to jointly identify immediate priorities among the Superintendent's many responsibilities. Evaluations also should help the Board to monitor progress toward established goals and to set reasonable criteria for salary increases and/or contract extension.

The Board shall meet with the Superintendent to discuss the evaluation, including commendations in areas of strength and recommendations for improving effectiveness. The Superintendent and Board members shall agree upon and sign an evaluation summary. Additional evaluations may be arranged at any time during the school year at the request of either the Board or the Superintendent.

(cf. 2121 - Superintendent's Contract)

The evaluation process shall be reviewed annually to determine whether any of the following steps need improvement:

1. Developing or reviewing/revising the superintendent's job description.
2. Adopting or reviewing/revising evaluation policy.
3. Establishing clear criteria to include progress on district goals.
4. Establishing or reviewing/revising the evaluation process.
5. Carrying out the evaluation.
6. Summarizing the results.
7. Discussing the results with the superintendent.
8. Developing a plan for growth and improvement.

(cf. 9321 - Executive Sessions)

EVALUATION OF THE SUPERINTENDENT

The Annual Evaluation of the Superintendent shall be completed by Jan. 31st of each year.

Note: As per the evaluation process.

ADMINISTRATIVE LEEWAY IN ABSENCE OF BOARD POLICY

The Superintendent or designee shall have the power to act, within the parameters of law, in cases where action must be taken and where the Regional School Board has not provided guidelines for administrative action. If the action necessitates the addition or revision of policies, the Superintendent or designee shall make the necessary recommendations to the Board.

It shall be the duty of the Superintendent or designee to keep the Board president apprised of any action taken in emergency situations as soon as practicable after its occurrence. The Board president shall use his/her discretion in informing the Board before its next regular meeting.

(cf. 9314 - Suspension of Policies, Bylaws, Administrative Regulations)
(cf. 9320 - Meetings)

REPRESENTATIVE AND DELIBERATIVE GROUPS

The Superintendent or designee may establish a management team, administrative councils, task forces, cabinets, or committees as needed to properly administer Board policies, improve the educational program and assist in district communication. The membership, composition, and responsibilities of these advisory groups shall be defined by the Superintendent or designee and may be changed at his/her discretion. Advisory groups shall channel their advice and recommendations through the Superintendent to the Board.

Expenses incurred for consulting services, materials and travel may be paid from the district's general operating funds only when within budgetary allotments and approved by the Superintendent or designee.

(cf. 0420 - School-Based Management/Site Councils)
(cf. 1220 - Citizen Advisory Committees)
(cf. 8000 - Advisory School Boards)

TEACHER-IN-CHARGE/INSTRUCTIONAL LEADER'S DESIGNEE

Note: The following optional policy should be revised to reflect district philosophy and needs.

The Regional School Board recognizes that the Instructional Leader may be absent from the school site in the course of his/her professional duties or for other reasons. Therefore, the Board authorizes the position of teacher-in-charge/Instructional Leader's designee in order to provide proper supervision and maintain the continuity of the instructional program and school operations.

In the absence of the Instructional Leader, the lead teacher/Instructional Leader's designee shall administer the school in accordance with Board policy, administrative regulations and procedures, and the law. The delegation of school site duties shall not relieve the Instructional Leader of the responsibility for actions by the lead teacher/Instructional Leader's designee.

The name of the lead teacher/Instructional Leader's designee shall be kept on file in the school office. A second person may be designated to serve in this capacity when both the Instructional Leader and primary designee are absent.

CONFLICT OF INTEREST

Note: The district should review its conflict of interest policies in conjunction with conflict of interest codes adopted by the municipality.

The Regional School Board recognizes that certain positions may involve an employee's participation in decisions affecting his/her financial interests. Employees shall refrain from participating in official district financial decisions in which they have a substantial financial interest.

(cf. 3315 - Relations with Vendors)
(cf. 4112.8 - Employment of Relatives)
(cf. 9270 - Conflict of Interest Code)

Legal Reference:

ALASKA STATUTES
29.20.010 Conflict of Interest
14.12.090 Oath

Revised 9/97

Adopted: April 29, 2005