



## **OPERATIONAL EXPECTATIONS**

**ISD 197 School Board**

Superintendent/Board Relations

Contact: Superintendent

### **301 STAFF ACCOUNTABILITY**

The Superintendent is responsible for all matters related to the day-to-day operation of the organization as expressed in the Board's policies and goals. All staff members are considered to report directly or indirectly to the Superintendent.

1. The Superintendent and the Superintendent's designee(s) are responsible for supervising, directing and disciplining employees, and the Superintendent is responsible for informing the board of significant personnel issues in a timely manner.
2. The Board will not formally evaluate any staff member other than the Superintendent, although board members may give input to the Superintendent regarding evaluations of employees.
3. If invited by the Superintendent or approved by the Board, a board member may participate in the interview process for cabinet members and principals.
4. The Board will consider the recommendations of the Superintendent regarding hiring, discharge, termination and non-renewal decisions.

**POLICY ADOPTED:**

September 9, 2009

**POLICY REVIEWED/REVISED:**

October 16, 2017; May 15, 2023

**Monitoring Method:**

Administrative Review

**Monitoring Frequency:**

Every three years