

Title: Board of Directors-Superintendent Operating Principles

The Board of Directors will establish and maintain the distinction between those activities which are appropriate to the Board as the legislative governing body of the District and those administrative activities which are to be performed by the Superintendent and the staff in the exercise of a delegated administrative authority.

The Superintendent shall be the executive officer of the Board and have such powers and duties as may be prescribed by the Board or by law.

The Board/Superintendent team will agree to adhere to the following operating principles,

1. Cooperation and Support

The Board and Superintendent will contribute ideas, support activities and projects of each team member, strive to bring out the best in others, acknowledge and reinforce the successes and accomplishments of students and staff, approach issues from a problem-solving point of view and share all information needed to carry out responsibilities. Members will accept and implement Board decisions.

2. Communication

Open channels of communication must be established between all members of the Board. To achieve a high level of trust and respect, messages must be open, straightforward and honest. Board members will never knowingly deceive one another. Members will reduce rumors by investigating the facts and then informing those involved. The Board must create systems for communicating on a regular basis with all Board members formally and informally.

3. Addressing Public Concerns

When a Board member is contacted by a constituent with a conflict or problem, the Board member will use the following procedure:

- A. Listen to the individual's concerns.
- B. Inquire whether or not the issue has been discussed with the person(s) immediately responsible.
- C. Express the desire to reach a satisfactory solution while reinforcing the need to resolve the issue with the person(s) immediately responsible.
- D. Inform the Superintendent as appropriate.

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4. Decision-Making

Before the Board is asked to approve a motion, the Superintendent will be responsible for presenting the Board with the relevant background information and a recommendation for action. If warranted, the Board and Superintendent may involve a representative number of people in the discussion and in development of the recommendation. Upon Board action, the Superintendent will be responsible for communicating the decision to those affected. The Board will be responsible for supporting the decision and its effective implementation.

Cross References:

202, 206, 207, 301

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Legal References:

Iowa Code 279.9, 279.20

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Approved: April 30, 1985

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