

## **THE MANAGEMENT TEAM**

The Grandview School Board supports the concept and application of the management team in the administration of the school district.

School directors, the superintendent, staff administrators, principals and vice principals each perform vital roles in the management of the public schools. The principal and vice principal represent the instructional unit made up of the certificated and classified staff that provide educational services to students. Together with the district administrators and the superintendent, they constitute the administrative team. The superintendent directs the activities of the administrative team and coordinates its work with the board of directors. As the representative of the public, the board is the source of legal authority for the activities of the school district. As the educational policy making body of the district, the board is dependent upon the administration for information and recommendations. Therefore, the school board and administrative team together constitute the Management Team of the Grandview School District.

The management team concept uses and involves a variety of administrative skills and levels to achieve well-balanced, effective and efficient administration of the public schools. It reflects the district's goals and purposes while maintaining the individual's human values and needs within the organization.

Team management increases the need for an open climate, trust between members and for a willingness to place personal goals second to the goals of the Grandview School District. The concept involves shared decision making and accountability for the actions of the team. The team functions in the belief that:

1. Individuals will have a higher commitment to decisions if they are able to influence them,
2. The quality of decisions will increase if management is designed to permit those with relevant information to influence the decision,
3. Team members are obligated to communicate information and recommendations,
4. Communication channels should provide opportunities for diverse opinion, wide participation and open discussion, and
5. Each member of the team must understand his or her role and authority, must accept responsibility for that role, must work within the established communication channels and must support the decisions of the Management Team.

The superintendent is responsible for leading, determining the operational structure and designating membership on the administrative councils of the team. The administrative team is responsible to the superintendent who in turn, is responsible to the school board.