

The Board delegates authority to the Superintendent through written policies. **Ends Policies** describe results to be achieved and **Executive Limitations Policies** describe the boundaries within which the Superintendent can act. The Superintendent may use any reasonable interpretation of these policies to achieve desired results while adhering to established constraints.

Accordingly:

1. Ends Policies:

The Board will develop **Ends Policies** that instruct the Superintendent to achieve specific results for identified recipients at a specified cost or relative priority. These policies:

- Will be developed systematically from broad to more defined levels.
- Will be reviewed by the Board to ensure reasonableness before each academic cycle.
- The Superintendent is expected to develop an operational definition, including specific targets and rationale, which will be presented to the Board.

2. Executive Limitations Policies:

The Board will develop **Executive Limitations Policies** that limit the latitude the Superintendent may exercise in choosing the organizational means to achieve the Board's Ends. These policies:

- Will be systematically developed to progressively define the constraints on the Superintendent's decision-making.
- Ensure that the Superintendent operates within ethical, prudent, and lawful boundaries.
- Will be reviewed through Monitoring Reports, where the Board will evaluate the reasonableness of the Superintendent's interpretation of these limitations.

3. Authority and Accountability:

All authority delegated by the Board to staff is delegated through the Superintendent. This means that:

- The Superintendent is held accountable for all staff actions.
- The Board will not prescribe the organizational means for achieving outcomes but will limit them through Executive Limitations Policies.
- The Board will respect and support any reasonable interpretation of both Ends and Executive Limitations policies made by the Superintendent.

4. Superintendent's Interpretation:

- For **Ends Policies**: The Superintendent will develop an interpretation that includes operational outcomes, targets, and a rationale. This will be reviewed by the Board at the start of each academic cycle, and any material updates will be communicated promptly.
- For **Executive Limitations Policies**: The Superintendent will provide an interpretation at the time of submitting Monitoring Reports, which will be evaluated for reasonableness by the Board.

5. Revisions and Updates:

The Board may change its **Ends** or **Executive Limitations** policies at any time, thereby shifting the boundary between Board and Superintendent domains. By doing so, the Board changes the latitude of choice given to the Superintendent. However, as long as a Board-specified delegation of authority is in place, the Board will respect and support any reasonable interpretation of its policies, even if the Superintendent's choices differ from those the Board would have made.

Adopted:

October 10, 2017

NTPS Board of Directors

Amended:

January 7, 2025

NTPS Board of Directors