



BSR-3 Accountability of the Superintendent

Policy Type: Board-Superintendent Relationship

The Superintendent is the Board's only link to the operations of the District. All staff members report directly or indirectly to the Superintendent.

- 3.1 The Board will never give direction to any employee other than the Superintendent.
- 3.2 The Board will not directly evaluate any staff member other than the Superintendent, formally or informally.
- 3.3 Organizational accomplishment of **Results** and operation according to **Operational Expectations** will be viewed as successful Superintendent performance.
- 3.4 Except as required by law and thus disposed of on the consent agenda, the Board will not participate in decisions or final action involving the hiring, evaluating, disciplining or dismissal of any employee other than the Superintendent.
- 3.5 The Board will expect the Superintendent to provide periodic training to staff that, in the absence of a Board Policy or District Regulation, staff are to act according to their best professional judgment, provided that such action shall not be in conflict with the general Board values and objectives of the district or with any local, state or national ordinances, statutes, regulations or directives. The training will also remind staff that, in the event there is doubt as to the appropriate course of action or if it is apparent that the consequences could be serious, the Superintendent expects the staff member to contact the Superintendent or another administrator who could provide appropriate assistance.

December 14, 2005 – Adoption of Policy Governance

March 7, 2012 – Monitored, no changes

November 7, 2012 – Monitored, no changes

August 5, 2013 – Monitored, no changes

July 31, 2014 – Monitored, no changes

November 18, 2015 – Monitored, revised

September 22, 2022 – Monitored, revised

July 11, 2024 – Converted to Coherent Governance