

The Board of Directors represents the broader North Thurston Public Schools community. Its primary responsibility is to provide visionary leadership through the development of policies that define the desired organizational outcomes (Ends Policies) and establish ethical and prudent boundaries (Executive Limitations Policies) within which the Superintendent operates.

## **1. Policy Development**

The Board is responsible for creating and updating four types of policies:

### **a. *Ends Policies***

These policies define the intended organizational outcomes, specifying what results should be achieved, for whom, and at what cost or value. Responsibilities include:

- Developing a clear vision for the organization's intended impact.
- Ensuring the Ends remain the central focus of performance and accountability.
- Engaging community members students, staff, and families:) to provide input and align decisions with their needs and priorities.
- Researching current and future needs related to the organization's Ends.

### **b. *Executive Limitations Policies***

These policies define the acceptable boundaries within which the Superintendent and staff must operate, without prescribing specific methods. Responsibilities include:

- Setting clear ethical, prudent, and legal constraints on executive actions.
- Defining unacceptable practices or levels of risk.

### **c. *Board/Superintendent Relationship Policies***

These policies define the nature of the delegation of authority to the Superintendent and the Board's oversight. Responsibilities include:

- Clearly outlining the delegation of authority and accountability measures.
- Defining the Superintendent's responsibilities and authority.
- Selecting and establishing the Superintendent's employment agreement.
- Monitoring and evaluating the Superintendent's performance.

### **d. *Governance Process Policies***

These policies define how the Board governs itself. Responsibilities include:

- Clarifying the Board's principles, authority, roles, and responsibilities.
- Establishing structures and processes to ensure effective decision-making.
- Providing training and development for Board Directors.
- Evaluating the Board's performance through regular self-assessments.
- Staying informed about best practices in school governance.

## **2. Monitoring Organizational Accountability**

The Board ensures continuous improvement and adherence to established policies by:

- Selecting a qualified Superintendent.
- Monitoring progress toward achieving the Ends and the effectiveness of investments.
- Verifying that operations comply with Executive Limitations.
- Ensuring compliance with all relevant laws and regulations.
- Evaluating the Board's own adherence to its Governance Process and Board/Superintendent Relationship policies.
- Providing an evidence-based annual evaluation of the Superintendent's performance.

## **3. Community Linkage and Advocacy**

The Board fosters strong relationships with the broader community through:

- Regularly communicating with the public about district goals and progress.
- Building and maintaining stakeholder partnerships.
- Gathering feedback from community members to inform planning and performance evaluations.
- Advocating for district priorities at the local, state, and federal levels.

## **4. Handling Requests and Complaints**

Board Directors who receive operational compliments, complaints, or requests shall refer the matter to the Superintendent, in accordance with BSR-1 (Global Board/Superintendent Relationship). The Superintendent will inform the full board of resolutions when appropriate.

Adopted:

February 13, 2018

NTPS Board of Directors

Updated:

August 12, 2025

NTPS Board of Directors