



OPERATIONAL EXPECTATIONS

ISD 197 School Board

Superintendent/Board Relations

Contact: Superintendent

301 STAFF ACCOUNTABILITY

The Superintendent is responsible for all matters related to the day-to-day operation of the organization as expressed in the Board's policies and goals. All staff members are considered to report directly or indirectly to the Superintendent.

1. The Superintendent and the Superintendent's designee(s) are responsible for supervising, directing, and disciplining employees, and the Superintendent is responsible for informing the board of significant personnel issues in a timely manner.
2. The Board will not formally evaluate any staff member other than the Superintendent, although board members may give input to the Superintendent regarding evaluations of employees.
3. If invited by the Superintendent or approved by the Board, a board member may participate in the interview process for cabinet members and principals.
4. The Board will consider the recommendations of the Superintendent regarding hiring, discharge, termination, and non-renewal decisions.

POLICY ADOPTED:

September 9, 2009

POLICY REVIEWED/REVISED:

October 16, 2017; May 15, 2023; May 4, 2026

Monitoring Method:

Administrative Review

Monitoring Frequency:

Every three years