TITLE: BOARD OF DIRECTORS & SUPERINTENDENT OPERATIONAL AGREEMENTS AND EXPECTATIONS

PURPOSE OF AGREEMENT

The Board of Directors and Superintendent must function as a cohesive leadership team. To ensure unity in purpose and clarity in process, effective group agreements and expectations must be in place. The following are the group agreements and expectations for the Bend-La Pine Schools' Board of Directors and Superintendent.

AGREEMENTS BETWEEN BOARD AND SUPERINTENDENT

COLLABORATIVE GOVERNANCE AGREEMENTS

1. Members of the Board and the Superintendent shall work together as a team, modeling lifelong learning and collaboration.
2. Board Members shall place the District's mission, vision, and goals above personal interest.
3. Board Members shall follow a modified version of Carver's Policy Governance Model.
4. Board Members shall recognize and respect the Superintendent's responsibility to manage the school district and to direct employees in District and school matters.
5. Board Members shall carefully consider issues brought to the Board by individuals and District leadership, listening to all perspectives.
6. Board Members shall maintain appropriate confidentiality with district information.
7. The Superintendent shall respect the Board's responsibility to establish policy, and the Board shall respect the Superintendent's responsibility to manage the District.

COMMUNICATION AGREEMENTS

1. Board Members shall follow the chain of command and communicate directly with the Superintendent when a question, concern, or complaint is voiced by a staff member, student, parent/guardian, or community member.
2. Board Members shall communicate directly with the Superintendent or Board Chair prior to meetings of the Board to address questions and/or concerns about agenda items. When possible, they shall communicate at least one business day prior to the meeting.
3. Board Members and the Superintendent shall communicate individually, as appropriate, when an individual concern arises with any member of the Board/Superintendent team.
4. The Superintendent shall communicate directly with the Board in a regularly established scheduled process for information sharing.
5. The Superintendent shall communicate with the Board in anticipation of an adverse event or adverse media coverage, and/or when a serious incident involving staff, students, parents/guardians, or community members occurs.

BOARD OPERATION & DECISION-MAKING AGREEMENTS

1. The Board and Superintendent shall strive to start and end meetings on time. When possible, they will set "actionable" items that require more deliberation earlier in the agenda before "information only" items.
2. Board Members shall avoid surprises to other Board Members or the Superintendent by following established communication agreements and meeting agendas. For an item to be added to a meeting agenda, three or more Members must make the request to the Board Chair.
3. The Board shall make decisions only as an entire Board and only at officially noticed public meetings.
4. Board Members shall support the decisions of the majority once a decision is made.

EXPECTATIONS

BOARD EXPECTATIONS OF THE SUPERINTENDENT

1. The Superintendent shall work toward becoming a team with Board Members.
2. The Superintendent shall respect and acknowledge the Board's role in setting policy and overseeing the performance of the Superintendent.
3. The Superintendent shall work with the Board to establish a clear vision for the school district.
4. The Superintendent shall prepare strategic initiatives annually for the Board's review.
5. The Superintendent shall provide data to the Board so that data-driven decisions can be made.

6. The Superintendent shall possess a working knowledge of all legal and local policies.
7. The Superintendent shall inform the Board of critical information, including relevant trends, anticipated adverse issues, or critical external or internal change.
8. The Superintendent shall communicate with Board Members promptly and effectively.
9. The Superintendent shall conduct a self-assessment prior to the Board's evaluation of the Superintendent's job performance.
10. The Superintendent shall provide follow-up information to Board Members on concerns and issues they have referred to the Superintendent.

SUPERINTENDENT'S EXPECTATION OF THE BOARD

1. The Board shall recognize the Superintendent as the instructional leader of the school district, including careful consideration of each recommendation made by the Superintendent.
2. The Board shall adhere to the terms of the Superintendent's employment contract.
3. The Board shall remain student-focused, representing the needs and interests of all students in the District.
4. The Board shall assist in gaining acceptance and support in the community, in part by sharing the successes and failures of the school system with the Superintendent.
5. The Board shall, in public and at school board meetings, show District staff the respect and consideration due skilled, professional employees.
6. The Board shall inform the Superintendent of all critical information and issues in a timely manner to increase transparency and set the Board and Superintendent up for success.
7. The Board shall be willing to abide by the Board's own rules, policies, and code of ethical conduct, displaying integrity of the highest order.
8. The Board shall study and evaluate educational issues affecting the school district, and participate in professional development activities at the local, state, and national level.
9. The Board shall avoid surprise items at school board meetings.
10. The Board shall respect the confidentiality requirement of Board meeting executive sessions.
11. The Board shall set clear goals for the Board itself, the Superintendent, and the District.

Board of Directors Signatures of Agreement, dated on this 7th day of July 20 26:

Director Zone 1

Director Zone 5

Director Zone 2

Director Zone 6

Director Zone 3

Director Zone 7

Director Zone 4

Superintendent Signature of Agreement, dated on this 7th day of July 20 26:

Superintendent

Attest: Board Clerk

REVIEWED: 9/23/25, 10/14/25, 7/7/26
APPROVED: 9/12/23, 10/14/25, 7/7/26