FEDERAL WAY
PUBLIC SCHOOLS

POLICY TITLE: DELEGATION TO THE SUPERINTENDENT	POLICY SECTION: BOARD/SUPERINTENDENT RELATIONSHIP	POLICY NO: B/SR-4
APPROVED BY: BOARD	REGULAR BOARD POLICY REVIEW FREQUENCY: EVERY TWO YEARS (EVEN YEARS)	BOARD MONITORING OF BOARD COMPLIANCE FREQUENCY: EVERY TWO YEARS
DATE APPROVED: SEPTEMBER 28, 2010	DATE REVIEWED/REVISED: SEPTEMBER 13, 2016, SEPTEMBER 27, 2016, NOVEMBER 14, 2018, JUNE 2, 2020, AUGUST 26, 2022, AUGUST 22, 2024, AUGUST 27, 2026	

B/SR-4 Delegation to the Superintendent

The Board will instruct the Superintendent through written policies which prescribe the organizational Ends to be achieved and describe organizational situations and actions to be avoided, and will allow the Superintendent to use any reasonable interpretation of those policies as he/she works to achieve specific Ends results within the Board's ethics, prudence, and risk boundaries.

All Board authority delegated to staff is delegated through the Superintendent, so that all authority and accountability of staff is considered to be the authority and accountability of the Superintendent.

Accordingly:

1. The Board will develop policies instructing the Superintendent to achieve stated results for identified recipients at a specified cost or relative priority. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called Ends policies.

2. The Board will develop policies that limit the latitude the Superintendent may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called Executive Limitations policies.

3. As long as the Superintendent uses any reasonable interpretation of the Board's Ends and Executive Limitations policies, the Superintendent is authorized, with the provisions of applicable laws and regulations, to establish all further administrative policies, make all decisions, take all actions, establish programs and practices, and develop all activities he/she deems appropriate to achieve the Board's Ends policies. The Board will not prescribe organizational means delegated to the Superintendent, rather the Board will direct the Superintendent on means (operational approaches) through placing risk boundaries around the means outlined in Executive Limitations Policies.

4. Once the Board establishes either an Ends or an Executive Limitation Policy, the Superintendent is required to develop an interpretation of that policy in order to develop the approach to 'operationalize' the policy. In the case of Ends Policies, the Board will review the Superintendent's interpretation for reasonableness prior to the beginning of the academic cycle. This interpretation will include an operational definition, containing operating outcomes, targets

to be achieved, and rationale. The Ends interpretation can be updated at any time by the Superintendent who should notify the Board of any material updates. For Executive Limitation Policies, the Superintendent's interpretation can be provided at the time the Monitoring Reports are delivered to the Board for review and evaluation for reasonableness.

5. The Board may change its Ends and 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 any Board-specified delegation of authority is in place, the Board will respect and support any reasonable interpretation of its policies, even though Superintendent choices may not be the choices the Board or its members would have made.