

## Section 1000 - Board Bylaws

1185 Board-Superintendent Relations

1185

Generally

The Board's sole connection to the operational organization, achievements, and conduct of the District and its staff is through the Superintendent. In addition:

- GI The Board will consider the Superintendent's performance synonymous with the performance of the Ends Policies as a whole; and
- Board members will refer any compliments, complaints, or criticisms concerning District operational issues and trends to the Superintendent.

The Board Acts as a Single Body

Only decisions of the Board acting as a single body are binding on the Superintendent.

Accordingly:

- The Board provides instruction to the Superintendent through systematically developed Board policies that prescribe the District goals to be achieved ("Ends Policies") and the risks, situations, and actions to be avoided, allowing the Superintendent to use any reasonable interpretation of these policies. As long as the Superintendent uses any reasonable interpretation of the Board's policies, the Superintendent is authorized to make all decisions, take all actions, establish programs and practices, and develop all activities the Superintendent deems appropriate;
- Decisions or instructions of individual Board members or committees are not binding on the Superintendent except in rare instances when, by motion and majority vote of the Board, the Board has specifically delegated such exercise of authority;
- Individual Board members will not provide instructions to nor request work from the Superintendent except in rare instances when, by motion and majority vote of the Board, the Board has specifically delegated such exercise of authority;

GI Direction to the Superintendent may only be through official Board motions;

- 111 In rare instances where a Board member may request information which in the Superintendent's opinion will take a material amount of staff time or funds to gather or which would be disruptive to operations, the Superintendent may ask for further clarification from the full Board; and
- 111 Board members will partner with the Superintendent to share, promote, and advocate on behalf of the district to our/the community.

Approved: June 29, 2009

Revised: August 7, 2017

Revised: July 29, 2024

Adopted: July 29, 2024

LEGAL REF: MCL 380.1 1a

## **Section 1000 - Board Bylaws**

1190 Superintendent Accountability

1190

The Superintendent is accountable to the Board acting as a body. The Superintendent is the Board's sole link to overall District achievement and conduct so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the Superintendent. Accordingly:

- 111 The Board or its individual members will not provide instruction to staff who report directly or indirectly to the Superintendent;
- The Board will not evaluate any staff member other than the Superintendent; and
- 111 The Board will view successful Superintendent performance as identical to overall District success of the Board's Ends Policies and compliance with other Board policies.

Approved:

Revised: July 29, 2024

Adopted: July 29, 2024

## **Section 1000 - Board Bylaws**

1575 Administration in Absence of Policy

1575

When action must be taken and no guidelines have been provided for administrative action, the Superintendent has the power to act. Such decisions will be subject to review by the Board at its next regular meeting. It is the duty of the Superintendent to notify the Board of such action and to advise the Board whether a policy may be needed.

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LEGAL REF: MCL 380.11a

## **Section 2000 - General School Administration**

2020 Administrative Organization

2020

The legal authority of the Board is transmitted through the Superintendent to other positions through the District's organizational structure.

The Superintendent is responsible for keeping the administrative structure of the District up-to-date with respect to all District goals, curricula, instructional arrangements, and changes to services, and will shared revisions and reorganization of the District's structure to the Board.

The Superintendent may reorganize lines of authority and revise the organizational chart.

Approved: June 29, 2009

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**Section 2000- General School Administration**

2170 Professional Development Opportunities - Superintendent

2170

The Board will offer the Superintendent encouragement and assistance for their professional development, including attendance at educational conferences, seminars, workshops, and other professional meetings, visiting other school systems, and using other reasonable means to keep abreast of modern educational best practices.

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Adopted: July 29, 2024

LEGAL REF: MCL 380.1246(2); 380.1254; 380.1525; OAG, 1979-1980, No 5272, p. 365

(February 24, 1978)

## **Section 2000 - General School Administration**

2250 Superintendent Evaluation

2250

### Statement of Purpose

The Board is required by law to annually evaluate the Superintendent using a state approved evaluation tool. In addition, the Board seeks to establish parameters which will assist in determining the Superintendent's compensation and length of employment.

The Superintendent and the Board will work collaboratively to determine the agreed upon goals, outcomes, and measures.

If the Superintendent is rated highly effective on three consecutive annual year-end evaluations, they will be formally evaluated biennially instead of annually. On non-evaluation years, the Superintendent will still be responsible for providing the Board with year-end results of their Ends Policies.

### Timeline

The Superintendent's evaluation will be based on their performance from January to December of each year. The Vice President and Superintendent will consider the following timeline:

- ||| January/February - The Board and Superintendent will develop goals for the performance of the District. These goals will be consistent with and contribute to the success of the Board's Ends Policies.
- ||| March/April - The Board Vice President and Superintendent will establish indicators of success to be utilized in the measurement portion of the evaluation.
- ||| March/April - The indicators of success will be presented to the Board and Superintendent for final approval.
- ||| May/June The Board and Superintendent will hold an informal session to review progress on the goals.
- ||| June/July - The Board and Superintendent hold a work session to review progress. If there are new Board members in a given year, the work session will also involve review of the evaluation process, goals, indicators of

## **Section 2000 - General School Administration**

2400 Administrative Personnel (Central Office and Building Level)

2400

The Superintendent will employ administrative personnel as the needs of the District require.

### Recruitment and Selection of Administrators

The Board delegates to the Superintendent the authority to identify and recommend the appointment of qualified individuals to fill vacant administrative positions. Members of the Board will not involve themselves, either individually or as a collective body, in the recruitment, interviewing, or selection of any administrative position to be filled other than the position of Superintendent. However, this does not preclude Board members from forwarding resumes or persons interested in positions to the Superintendent.

### Supervision

The Superintendent is responsible for the supervision of all administrative personnel.

### Temporary Administrators

The Superintendent and building principals will designate a staff member to serve as chief administrator of the District or building in their absence.

### Personnel

The Superintendent will fill only those positions authorized by the Board through the budget adoption.

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LEGAL REF: MCL 38.91; 380.1536