The toughest job you will ever have

It’s up to you to make it work

South Carolina School Boards Association
New Board Orientation
February 20, 2020

If you haven’t ever felt this way... you will!
Let’s talk about …

1. Major roles and responsibilities of boards
2. Effective board/superintendent relationships
3. Building and maintaining a unified board
4. Excellent school board ethics
5. Confidentiality and liability

Boards in conflict

If any of these actions are happening, you are (or you will) have problems:

1. Members not “staying on their page”
2. Members acting as individuals
3. Members thinking they have authority
4. Individuals forgetting their success as a member is tied to the success of the board
5. Members breaking the promise of confidentiality leading to a lack of trust
Board members not “staying on their page”

News Flash #1...
As a school board member, it is not your job to run the schools!!!!

Board members acting as individuals

News Flash 2

Finding the balance between being an “individual” board member versus being a “team” board member
Board members thinking they have authority

News Flash 3
You have none!

Forgetting to emphasize the success of the entire board

News Flash 4
There is no “I” in the word “team”
Lack of trust among members

News Flash 5
Nothing breaks down the board quicker than breaking confidentiality

The reasons may vary, but many times…:

We have met the enemy and he is us!!

Pogo Comic Strip
Walter Kelly, 1971
Let's talk about these conflict “flash points”

Your School District’s Education Leadership Team

The board and the superintendent

To be effective, we start with agreeing on the work of the board versus the work of the superintendent.
Governing and managing:

- Policy adoption is the function of the board
- Policy implementation is the function of the superintendent
- Stay on your page and remember lessons learned!!

Board Powers and Duties
(Spartanburg 3 Policy BBA)

- Policymaking...adoption of policy
- Executive...hold the supt. accountable
- Quasi-judicial...a court of appeals
- Appraisal...evaluate policy effective
- Planning...continuous improvement
- Interpretation...being the link to citizens
- Operational...effective board meetings
- Budget...providing necessary resources
- Reviewing action...the final authority
- Visits to schools...use proper protocol
There is nothing more important than both parties dealing with each other in an ethical, honest, straight-forward, open-and-above-board manner.

The superintendent is the CEO of the board and

In a sense, the superintendent is a “member” of the board ... with limits.

The relationship that exists between a board and its superintendent is an intrinsic part of the educational process within a community.

A knowledge of what each can reasonably expect of the other can help substantially in promoting sound working relationships.
### School board’s job versus Superintendent’s job

<table>
<thead>
<tr>
<th>School Board</th>
<th>Superintendent</th>
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<tbody>
<tr>
<td>Select Superintendent</td>
<td>Select Staff</td>
</tr>
<tr>
<td>Set policy</td>
<td>Recommends and implements</td>
</tr>
<tr>
<td>Adopts budget</td>
<td>Proposes and administers</td>
</tr>
<tr>
<td>Approves organization</td>
<td>Proposes organization</td>
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<tr>
<td>Approves personnel matters</td>
<td>Recommends personnel matters</td>
</tr>
<tr>
<td>Functions as a board only</td>
<td>Deals with the board as a whole</td>
</tr>
<tr>
<td>Staff matters through Supt.</td>
<td>Staff matters through Supt.</td>
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<tr>
<td>Acts as a court of appeals</td>
<td>Actions based on policy</td>
</tr>
<tr>
<td>Adopts curriculum</td>
<td>Recommends curriculum</td>
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**In short …**

Boards govern and Superintendents manage
What about Individual board members….

BOARD MEMBER AUTHORITY
Sample Policy BBAA

Simply stated …

• All powers of the board lie in its action as a body. Board members acting as individuals have no authority over personnel or school affairs

• Individual members of the board, including the chair, only have individual authority when given to them by the board
• The power of individual board members exists exclusively in their action as a group.

• Individual board members, including the chair, have only such authority as delegated by Board vote or policy provision.

• The board and its members deal with administrative services through the superintendent and should not give orders to any subordinates (of the superintendent) either publicly or privately.

• The board will not be bound in any way by actions or statements of an individual.

• Individual board members making information requests to the superintendent.

• The board officers may, when appropriate, counsel individual members who are acting outside his/her authority and responsibilities or abusing his/her privileges.
It is not your job
to “fix” things

You have to follow the proper chain of command

The problem is....

Your “public” doesn’t know that
Memorize this statement

This problem could end up requiring board action, and if I am involved in it at this level, I will be unable to act on it as a member of the board because it could be a violation of due process.

You really need to go through the proper channels.

Nothing breaks apart a board and the relationship between the board and their superintendent than the loss of trust

... and breaking confidentiality and being less than truthful are the two biggest reasons
The FUN PART:

• Be an ADVOCATE for your schools and your students

Some discussion points –

• Do you vote for what is best for your specific “electors” or for the school district as a whole?

• How do you handle those situations where you are on the minority side of a vote?

• If the board is over-involved in personnel matters, you can’t hold the superintendent accountable for the outcomes
Some discussion points –

• Individual board member directives or requests to the superintendent...should there be any?

• Individual board members involvement in the day-to-day operations: how far is too far?

• How do you as a board member handle such situations when you see it happen?

• How do you want the superintendent to handle such situations when felt?

Some discussion points –

• Are surprises common at board meetings and how do you prevent them?

• Board unity: its importance, consequences of not having it, and the image/perception of not having it creates in the community and among the staff
Now the hard work begins

We are ready to go and nothing can go wrong

Right?

Think Again!