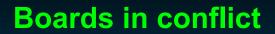




Let's talk about ...

- 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



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"



News Flash 5

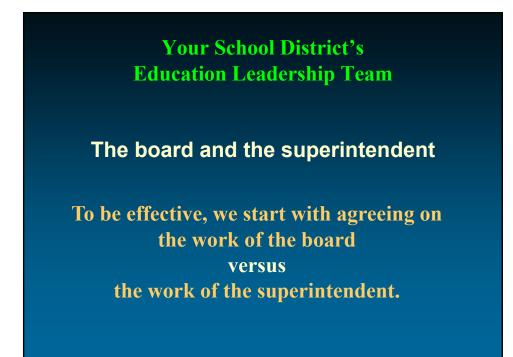
Nothing breaks down the board quicker than breaking confidentiality

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"



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!!





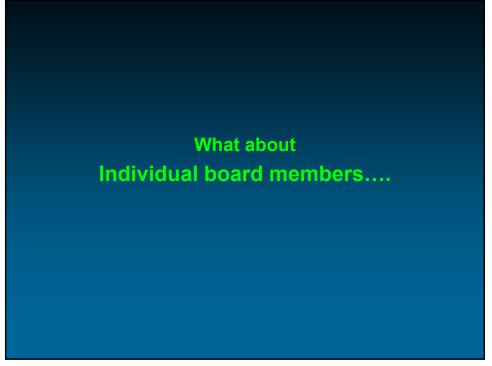
BOARD-SUPERINTENDENT RELATIONSHIP Sample Policy Language

- 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 Sample Policy BDD

<u>School Board</u>	<u>Superintendent</u>
Select Superintendent	Select Staff
Set policy	Recommends and implements
Adopts budget	Proposes and administers
Approves organization	Proposes organization
Approves personnel matters	Recommends personnel matters
Functions as a board only	Deals with the board as a whole
Staff matters through Supt.	Staff matters through Supt.
Acts as a court of appeals	Actions based on policy
Adopts curriculum	Recommends curriculum







BOARD MEMBER AUTHORITY Sample Policy BBAA

- The power of individual board members exists exclusively in their <u>action as a group.</u>
- 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.

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BOARD MEMBER AUTHORITY Sample Policy BBAA

- 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



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.

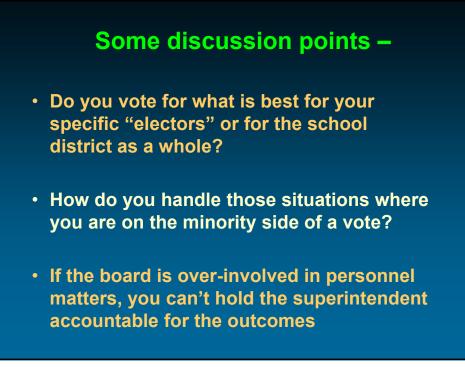
You really need to go through the proper channels.

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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





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?

