

ANTELOPE SCHOOL DISTRICT

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BOARD AND SUPERINTENDENT EXPECTATIONS

This agreement is between the Antelope School District Board of Trustees and the District Superintendent, also considered the Governing Team. The Team agrees to follow the below expectations to the best of their ability.

SUPERINTENDENT EXPECTATIONS of TRUSTEES:

1. First, above all, the Board must be guided by the principle that all decisions made will positively affect our students.
2. The Superintendent expects a Board Member to communicate with the Superintendent prior to the Board meeting about any item of concern, rather than initially bringing it up at a Board meeting.
3. In order to receive clear direction from the Board, it is important for the Superintendent to hear that direction from one voice. The spokesperson for the Board is the Board President, unless authority has been delegated to another Board Member.
4. The Superintendent expects the Board Members to direct any concerns they have to the subject of that concern. The "Uniform Complaint Procedure" establishes the process for complaints and concerns to be answered.
5. The Board is responsible for the development of policies that will help guide and direct the District. The Superintendent is responsible for making sure those policies are administered. These clearly delineated responsibilities will facilitate the most effective and efficient management and operations of the District.
6. The Board and Superintendent must set goals and objectives on an annual basis. The Superintendent's evaluation will be based on said goals and objectives with a mid-year review, and a formal evaluation taking place prior to the end of June of each year.
7. It is important for the Board to be pro-active rather than reactive. Being pro-active results from establishment of clearly defined goals and objectives, clearly delineated lines of communication and a way by which problems can be addressed. A problem solving and communication model will be developed and practiced.
8. It is important that each Board Member be familiar with, and raise any questions about, all material sent to them, prior to the Board meeting. It is equally important that Board Members attend conferences, workshops, and meetings to enhance their own professional development.
9. It is important that the management team, the Superintendent and the Board, develop a harmonious professional relationship.
10. The Superintendent and Board will be effective communicators concerning the excellence of the instructional programs of our District, each taking active roles in promoting public and community awareness of this excellence.