

THE BOARD-SUPERINTENDENT RELATIONSHIP

An effective working relationship between the board and the superintendent is essential to the successful operation of a school district. The relationship must be one of trust, good will and candor. As the legally designated governing body, the board retains final authority within the district. The board exercises those powers that are expressly required by law and those implied by law. The superintendent is the board's professional advisor to whom the board delegates executive responsibility, and such powers as may be required to manage the district in a manner consistent with board policy and state and federal law.

The superintendent, as an executive officer of the board (Secretary), is responsible for the administration of the schools under applicable laws and policies of the district. The board will delineate the duties of the superintendent and will use them as the basis for evaluating his/her performance. Unless specifically limited, the superintendent may delegate to other staff the exercise of any powers and the discharge of any duties imposed by district policy or a vote of the board. The delegation of power or duty will not relieve the superintendent of responsibility for the actions taken under such a delegation.

The board will establish evaluative criteria and will be responsible for evaluating the performance of the superintendent as provided by statute.

The superintendent will have the opportunity for confidential conferences with the board members on no less than two occasions in each school year, the purpose of which will be the aiding of the superintendent in his/her performance. The board, on the basis of the evaluation, may renew and/or extend the superintendent's contract for periods not to exceed three years.

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| Legal References: | RCW 28A.320.010 | Corporate powers |
| | 28A.330.100 | Additional powers of the board |
| | 28A.400.010 | Employment of superintendent-- Superintendent's qualifications, general powers, term, contract renewal |
| | 28A.400.030 | Superintendent's duties |

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