

BOARD POLICY EXPECTATION

The Superintendent shall not fail to provide the Board with adequate and timely information and counsel so the Board can appropriately be knowledgeable in fulfilling their responsibilities. In order to meet this expectation without interruption, the Superintendent shall not fail to create an emergency as a backup in the event of sudden and unexpected loss of his/her services.

CERTIFICATION

I hereby present my monitoring report on Executive Limitations Policy EL-1 “Board Relations” in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of January 27th, 2015.

Dr. Mark Mansell, Superintendent

SUPERINTENDENT’S INTERPRETATION OF POLICY

I interpret Board relations to mean that I am expected to provide the board with timely and accurate information regarding significant past issues, critical current events impacting the district as well as important data and information in advance of decisions they will be making in the future. I further interpret this expectation to require that all information for the board will be at a depth, quality and form appropriate for the issue and the needs of the board.

REPORT

There are seven specific areas described in this policy. The following will address each specific area of EL-1 as best possible. At the time of this report, I believe that I am in compliance with the Board’s expectations.

- 1. The superintendent shall not fail to advise/report to the Board in a timely manner monitoring reports, changes in financial conditions, relevant trends, facts, information, and legal proceedings, anticipated significant media coverage, and changes in assumptions upon which Board policy has been established. IN***

COMPLIANCE

As a Board-Superintendent team, we operate on a “no surprises” rule that has worked very well over the years. To make sure the Board remains informed, I have used face-to-face conversations, phone conversations, email messages, written reports and/or presentations throughout the past year to provide information in a timely manner that gives me confidence I have met this expectation.

2. ***The superintendent shall not fail to provide quality and adequately sufficient Board materials in advance of all regular and/or special Board meetings/workshops. IN COMPLIANCE***

The record is clear that ample quality information has been consistently provided to the Board in advance of meetings and workshops. For the past eight years this information has been provided electronically via the district website that includes all reports, materials and documents to the Board in advance of when they are needed. Board members have been provided Ipads to have access to this information during meetings as well. Beyond this expectation, all this information (unless it is connected to Executive Sessions), is also provided to the public. Therefore, put all together I feel confident I am in compliance with this expectation.

3. ***The superintendent shall not fail to provide for the Board as many staff and external points of view and opinions as needed for fully informed Board decisions. IN COMPLIANCE***

The Board's annual agenda (GP-8E) has many linkages scheduled throughout the school year to provide the opportunity for the multiple perspectives to be gathered. Including the school and department showcases, there are twelve scheduled opportunities for the Board to hear from stakeholders.

4. ***The superintendent shall not fail to work with the Board as a whole. IN COMPLIANCE***

I believe this is a strong suit of our Board-superintendent team. Within the expectations of the Open Public Meeting Act, we work together as a team. Email communication that I share with the Board on a variety of issues, face-to-face communications and open sharing of information at Board meetings keeps an even sharing of knowledge on a variety of issues. With all this in mind, I am confident I am in compliance with this expectation.

5. ***The superintendent shall not fail to supply for the consent agenda all items delegated to the Superintendent that are required by law or contract to be Board-approved, along with supporting data necessary to keep the Board informed. IN COMPLIANCE***

Again this past year, the consent agenda has been efficiently and appropriately used to share information to keep everyone informed. With this long standing record of use of the consent agenda to stand on, I am confident I am in compliance with this expectation.

6. ***The superintendent shall not fail to provide notification to the Board when a staff member is placed on a formal plan of improvement for poor performance of their duties. IN COMPLIANCE***

I have consistently communicated when staff members have been placed on a formal plan of improvement over the years. I have also shared with the Board on numerous occasions when I have taken disciplinary actions with staff members, altered responsibilities due to poor performance as well as other personnel moves. Not having received any negative comments from the Board and many positive comments regarding keeping the Board informed in this area, I feel confident I am meeting this expectation.

7. ***The superintendent shall not fail to protect the Board in the event of sudden and unexpected loss of Superintendent services by providing at least one other executive staff member that is familiar with Board and Superintendent issues/processes and is capable of assuming Superintendent responsibilities on an emergency basis. IN COMPLIANCE***

Over the ten years I have served as superintendent, there has been a very strong chain of command established in meeting this expectation. With Dave Holmes retiring this past year, I have had to start all over and grow a new capability within the organization to meet this expectation. Since this is a personnel matter, I would be happy to explain the process we currently have in place in executive session as I don't feel it is appropriate to share the full plan. That said, I am confident that we have a strategy to meet this expectation in the event of a sudden loss of my services as your superintendent. Therefore, I am convinced I am meeting the intent of this expectation with our current plan of action.