Monitoring Report - Executive Limitations Policy
EL-1, Expectations of Superintendent

BOARD POLICY EXPECTATION

The Superintendent shall not cause or allow any practice, activity, decision, condition, procedure or organizational circumstance which is unlawful, unethical, unsafe, disrespectful, imprudent, unfair, inequitable, disruptive, undignified or in violation of law, Board policy, or collective bargaining agreements.

CERTIFICATION

I hereby present my monitoring report on Executive Limitations Policy EL-1 "Expectations of Superintendent" in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of August 25th, 2009.

Mark Mansell, Superintendent

SUPERINTENDENT'S INTERPRETATION OF POLICY

I interpret expectations of the superintendent delineated in this executive limitation to mean the board clearly expects me to follow all laws, policies and/or agreements in the execution of the duties of the position of superintendent of the La Center School District. The board also expects me to lead all district operations in a prudent, safe, reasonable and respectful manner at all times.

REPORT

The expectations delineated in this policy are broad and encompass a wide range of inappropriate actions that are off-limits to me as superintendent. Because these statements are so broad, it would be lengthy to articulate the numerous examples that would serve as evidence of my compliance with this policy. With that said, I would like to provide a couple of specific high profile examples that could serve as what I would call "character" actions that represents who I am both as a person and as your superintendent. The first example I would offer as being a strong leader of the organization is when our test results a year ago were not what we expected. It would have been easy to blame specific student groups, the WASL, the state or the federal government's expectations for our failures. I believed then and still believe that it is my responsibility as the leader to own this failure and I believe my actions (including the articles in the paper) aligned with this ownership. I further believe that as a board (representatives of our community) you put a lot of trust in me, yet expect results in return. As your superintendent, blaming others is not what you hired me to do. I feel this example shows my ability to avoid unfair and undignified behavior. The second example I would offer includes the entire experience of the fiscal challenges we face due to the state budget shortfall. This is hard for me to use as an example because of the emotions associated with this challenge, but I fully believe that as a board you observed first hand that I acted in the best interests of

our students, staff and community in a way that align with your expectations in this policy.

With these two examples in mind as well as any other experiences you have directly observed, I feel confident that I am meeting your expectations in regards to this policy. As with all of my monitoring reports, if there are examples you think I have failed to meet your expectations, I would much appreciate the opportunity to learn and improve in my performance as your superintendent.