

**CONCEPTS AND ROLES**

The Governing Board recognizes that district administration performs essential roles and functions in support of student learning, including the provision of instructional support and services to schools as well as the responsible management of noninstructional operations. The Superintendent or designee may make decisions concerning district operations within the parameters of law and Board policy.

The Superintendent shall provide leadership in developing administrative regulations and organizational structures, decision-making processes, and staff action plans that allow the district to fulfill its vision and goals. The Board also expects the Superintendent to help shape a positive cohesive culture in a safe and inclusive environment of the district in a manner that focuses effective district operations on enhancing student achievement, encourages positive relationships within the community, and instills confidence in district schools.

The Board and Superintendent shall work together as a team in the exercise of district governance. The Board and Superintendent shall establish and adhere to norms and protocols that describe how the governance team will operate, including, but not limited to, agreements regarding Board meeting operations and communications between the Superintendent and the Board.

Because the Superintendent is the only district employee who is directly selected and evaluated by the Board, the Board has a responsibility to ensure that the Superintendent possesses the experience, skills and attributes that best meet the needs of the district.

The Board and Superintendent shall agree upon a system for evaluating the Superintendent, including the evaluation criteria, method, evaluation instrument, process, and timeline.

The Superintendent may delegate to other district staff any duties imposed upon him/her by the Board with documentation on whom the delegation will be made to. The delegation shall not relieve the Superintendent of responsibility for actions taken by his/her designees.

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State References**

Ed. Code 35020  
Ed. Code 35026  
Ed. Code 35028  
Ed. Code 35029  
Ed. Code 35031  
Ed. Code 35033  
Ed. Code 35034  
Ed. Code 35035  
Ed. Code 35160  
Ed. Code 35160.1  
Ed. Code 35161

**Description**

Duties of employees fixed by governing board  
Employment of district superintendent by certain district  
Qualifications for employment  
Waiver of credential requirements  
Term of employment  
District superintendent for certain districts  
District superintendent for certain districts  
Powers and duties of the superintendent; transfer authority  
Authority of governing boards  
Board authority of school districts  
Board delegation of any powers or duties

**CONCEPTS AND ROLES (continued)****Management Resources References**

CSBA Publication  
 CSBA Publication  
 Website  
 Website  
 Website

**Description**

Professional Governance Standards  
 Superintendent Governance Standards  
 American Association of School Administrators  
 Association of California School Administrators  
 CSBA

**Cross Reference**

0000  
 0100  
 0200  
 0500  
 1220  
 2110  
 2111  
 2120  
 2140  
 2210  
 2230  
 4300  
 4301  
 9000  
 9005  
 9310  
 9320

**Description**

Vision  
 Philosophy  
 Goals for the School District  
 Accountability  
 Citizen Advisory Committees  
 Superintendent Responsibilities and Duties  
 Superintendent Governance Standards  
 Superintendent Recruitment and Selection  
 Evaluation of the Superintendent  
 Administrative Discretion Regarding Board Policy  
 Representative And Deliberative Groups  
 Administrative and Supervisory Personnel  
 Administrative Staff Organization  
 Role of the Board  
 Governance Standards  
 Board Policies  
 Meetings and Notices

Policy  
 Adopted: March 6, 2018  
 Policy  
 Revised: April 5, 2022