

BOARD AND SUPERINTENDENT RELATIONS

FILE: BDD

TITLE: Board and Superintendent Relations

POLICY:

The relationship between The School Board of Orange County, Florida ("Board") and the Superintendent shall comply with these guidelines:

- (1) The Board's sole connections to the operational organization, its achievements and conduct will be through a Chief Executive Officer, titled Superintendent.
- (2) Only decisions of the full Board acting as a body are binding on the Superintendent. In the case of individual Board members or committees requesting information or assistance without Board authorization, the Superintendent may refuse such requests that, in the Superintendent's opinion, require a material amount of staff time or resources or that are disruptive or unreasonable.
- (3) The Superintendent is the Board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered to be the responsibility of the Superintendent. Accordingly:
 - (a) Individual Board members shall not give instructions that exert undue influence over persons who report directly or indirectly to the Superintendent on how to resolve a particular matter;
 - (b) The Board will view Superintendent performance as identical to organizational performance, so that organizational accomplishment of Board-stated goals will be viewed as successful Superintendent performance;
 - (c) Except as required by law, the Board will not participate in decisions or actions involving the hiring, evaluating, disciplining, or dismissal of any employee other than the Superintendent. It is expected that the Superintendent notify the Board of appointments to schools and to Cabinet.
- (4) Accountability requires that the Board set expectations, assign responsibility for performance to the Superintendent, and rigorously monitor to assure that those expectations are being met.
- (5) In accordance with the specific terms and conditions of the Superintendent's employment agreement, the Board will conduct an annual formal summative evaluation of the Superintendent. A written evaluation document will be compiled by the Board Chair or designee and each Board member will review the evaluation individually with the Superintendent. A copy of the formal summative evaluation shall be shared with the Board, shared at a public meeting, and made available to the public.

SPECIFIC AUTHORITY:

Section 1001.49, Florida Statutes

TITLE: **Board Expectations for the Superintendent**

POLICY:

The Board shall provide the Superintendent with a clear statement of expectations prior to the beginning of each school year. These expectations may include, but are not limited to, items concerning the following:

- (1) The Superintendent's interactions with the Board as a whole and with individual Board members;
- (2) Common long-term and short-term goals;
- (3) Budget limitations; and
- (4) The Strategic Plan.

SPECIFIC AUTHORITY:

Section 1001.49, Florida Statutes

ADOPTED: 11/17/08

REVISED: 8/09/2022