



Leadership Operating Agreement

The Board of Directors is the educational policymaking body for Alsea School District. To effectively meet the system's challenges, the School Board, its members, and the Superintendent must function together as a leadership team. To ensure unity among team members, effective group agreements must be in place. The following are the group agreements for the Board and Superintendent.

How We Communicate

1. Respectful and timely communication is the norm between the superintendent and the board. The leadership team works together to have a united voice when addressing the community and advocating for families.
2. Effective and transparent collaboration between the superintendent and all board members is fostered, encouraging open dialogue, and creativity.
3. The leadership team handles interpersonal issues privately and constructively. Board members refer operational issues to the superintendent. The board is kept apprised of district operations through regular update emails and phone calls or text messages for emergencies.

Commented [RF1]: What does the superintendent want this to look like?

How We Meet

4. The board concentrates on the governance role, stewarding the district vision and goals, and tracking district progress while leaving district operations to the superintendent.
5. The board prioritizes discussions and actions that focus on the needs, well-being, and achievement of students, avoiding small talk and personal agendas. All board actions and policies align with the goal of enhancing student learning and success.
6. Meetings are punctual, student-focused, efficient, and effective. The board consistently sticks to the business at hand and members arrive prepared, having read the information well ahead of time.
7. Board members exhibit, expect, and ensure respectful behavior, maintaining a courteous atmosphere during discussions, taking turns during discussions, and promoting equal participation and fairness.
8. Board members appreciate the input of the superintendent and staff. The board actively cultivates trust with staff through enthusiastic engagement, demonstrating authentic interest, and ensuring educators are heard and supported.

Expectations of the School Board

9. The board establishes and stewards the vision of what is possible for Alsea students and sets audacious goals for success that are aligned with the needs of children, families, and the community.
10. Work as a leadership team with the superintendent, praising in public and addressing concerns in private. Act as a think tank for the superintendent, asking hard questions and working collaboratively.
11. Recognize and trust the superintendent as the board's sole employee, and the instructional and operational leader of the district, delegating the management of all district staff to them.
12. Set clear expectations for district and student performance, monitor district progress using data, and operationalize the board's governance through the development of district policies.
13. In collaboration with the superintendent and district staff, set priorities for the district and allocate adequate resources to meet the needs of every student.

14. During board meetings, members may propose topics for future agenda items. These suggestions will be considered for inclusion based on board consensus, ensuring that all voices are heard and that the superintendent's time and resources are aligned with the priorities of the majority.

Expectations of Board Officers

14. Keep the board organized and structured, ensuring meetings are focused on students by creating timely and effective meeting agendas.
15. Facilitate discussions of the board gracefully, always focusing on the best interests of the students, staff, and the community.
16. Prioritize consistency in communication and actions to avoid surprises within the board. Remind the board of important tasks and events to ensure they stay on track and meet their responsibilities consistently.
17. Model clear and unbiased communication while also expecting it from fellow board members. Manage interpersonal problems within the board, addressing them as needed, outside of board business.

Expectations of the Superintendent

18. Lead the school district and operationalize the district's vision. Implement district goals and prioritize children's needs, always putting children first.
19. Provide complete but concise communication with the board, keeping them informed and advising them on important matters, ensuring there are no surprises. Provide oversight of district

operations, ensuring compliance with education law and policies.

20. Foster collaboration by seeking input from the board, bouncing ideas off them, and asking questions of colleagues.
21. Act as a positive role model and promote a child-centered approach, focusing on improving academic performance within the district. Create an inclusive environment and an inspired staff of educators that supports the educational needs of all students.