

**208 DEVELOPMENT, ADOPTION, AND IMPLEMENTATION OF POLICIES**

[Note: The provisions of this policy are recommendations. The procedures for policy development, adoption, and implementation are not specifically provided by statute.]

**I. PURPOSE**

The purpose of this policy is to emphasize the importance of the policy-making role of the school board of Crosslake Community School (CCS) and provide the means for it to be an ongoing effort.

**II. GENERAL STATEMENT OF POLICY**

Formal guidelines are necessary to ensure the school community that the school system responds to its mission and operates in an effective, efficient, and consistent manner. A set of written policies shall be maintained and modified as needed. Policies should define the desire and intent of the school board and should be in a form that is sufficiently explicit to guide administrative action.

**III. DEVELOPMENT OF POLICY**

- A. The school board has jurisdiction to legislate policy with the force and effect of law for CCS. CCS' policy provides the school board's general direction for CCS while delegating policy implementation to the administration.
- B. CCS' policies provide guidelines and goals to the school community. The policies are the basis for guidelines and directives created by the administration. The school board shall determine the effectiveness of policies by evaluating periodic reports from the administration.
- C. Policies may be proposed by a school board member, employee, student, or resident of CCS. Proposed policies or ideas shall be submitted to the Director(s) for review prior to possible placement on the school board agenda.

**IV. ADOPTION AND REVIEW OF POLICY**

- A. The school board shall give notice of proposed policy changes or adoption of new policies by placing the item on the agenda of two school board meetings. The proposals shall be distributed and public comment will be allowed at both meetings.
- B. The final action taken to adopt the proposed policy shall be approved by a simple majority vote of the school board at a meeting after the two meetings at which public input was received. The policy will be effective on the latter of the date of passage or the date stated in the motion.
- C. In an emergency, a new or modified policy may be adopted by a majority vote of a quorum of the school board in a single meeting. A statement regarding the emergency and the need for immediate adoption of the policy shall be included in the minutes. The policy adopted in an emergency shall expire within one year following the emergency action unless the policy adoption procedure stated above is followed and the policy is reaffirmed. The school board shall have discretion to determine what constitutes an emergency.
- D. If a policy is modified with minor changes that do not affect the substance of the policy or because of a legal change over which the school board has no control, the modified policy may be approved at one meeting at the discretion of the school board.

**V. IMPLEMENTATION OF AND ACCESS TO POLICY**

- A. The Director(s) shall be responsible for implementing school board policies, other than the policies that cover how the school board will operate. The Director(s) shall develop administrative guidelines and directives to provide greater specificity and consistency in the process of implementation. These guidelines and directives, including employee and student handbooks, shall be subject to annual review and approval by the school board.
- B. Each school board member shall have access to CCS' policies. A copy of CCS' policies shall be placed in the office of each school attendance center and in CCS' office and shall be available for reference purposes to other interested persons.
- C. The Director(s), employees designated by the Director(s), and individual school board members shall be responsible for keeping the policy current.
- D. The school board shall review policies at least once every three years. The Directors shall be responsible for developing a system of periodic review, addressing approximately one third of the policies annually. In addition, the school board shall review the following policies annually:
  - 410 Family and Medical Leave Policy
  - 413 Harassment and Violence
  - 414 Mandated Reporting of Child Neglect or Physical or Sexual Abuse
  - 415 Mandated Reporting of Maltreatment of Vulnerable Adults
  - 506 Student Discipline
  - 514 Bullying Prohibition Policy
  - 522 Student Sex Nondiscrimination
  - 524 Internet Acceptable Use and Safety Policy
  - 616 School District System Accountability
  - 722 Public Data Requests
  - 806 Crisis Management Policy
- E. When no school board policy exists to provide guidance on a matter, the Director(s) is/are authorized to act appropriately under the circumstances keeping in mind the mission, educational philosophy, and financial condition of CCS. Under such circumstances, the Director(s) shall advise the school board of the need for a policy and present a recommended policy to the school board for approval.

**Legal References:** Minn. Stat. § 123B.02, Subd. 1 (School District Powers)  
Minn. Stat. § 123B.09, Subd. 1 (School Board Powers)

**Cross References:** MSBA/MASA Model Policy 305 (Policy Implementation)