

**Section:** B School Board Operations

**Policy Code:** BA Board Operations Goals and Objectives Mission Statement

**Policy:**

**Goals and Objectives of the School Board**

The School Board of the Jackson County School District shall be the legislative, judicial, and policy-making body of the school district. As such, the Board shall exert educational leadership which encourages organizational effectiveness through a performance based educational process. To promote successful organizational functioning:

1. The Jackson County School Board will hold regular monthly meetings. (MS Code 37-6-7 through 11)
2. The School Board shall maintain, in perpetuity, records of all official actions in minutes dated and signed by the Board's chairperson and the Board's secretary. (MS Code 37-6-9)
3. School board policies serve as the basis of operation for the district, and current copies of school board policies are published and available for public review. (MS Code 25-61-1 through 17)
4. School board members shall be bonded in accordance with state law. (MS Code 37-6-15)
5. The School Board shall follow state board policies and state and federal laws related to non-discriminatory practices in the operation of the school district.
6. The School Board shall follow state and federal laws and related regulations and procedures for employment, retention, and dismissal of all personnel. (MS Code 37-9-1 through 75, 37-9-101 through 113, and 37-7-301[p] [w])
7. The School Board shall implement a formal personnel appraisal system for certified staff which includes assessment of employees' on-the-job performance. (MS Code 37-3-46 [b])
8. The School Board shall assign all executive and administrative duties to the superintendent who is properly certified and endorsed and chosen in the manner prescribed by law. (MS Code 37-6-3[3]; 37-9-7, 13, 14; 37-19-1[d]; and 37-61-9)
9. The School Board shall adopt a salary schedule, which provides at a minimum equal pay for equal preparation, experience, and responsibility for all personnel. The salary schedule will ensure that the superintendent is the highest monthly and annually paid board employee in the district and that the principal is the highest monthly and annually paid board employee in each individual school.
10. The School Board policy directs the superintendent to implement and maintain an instructional management program which has been adopted by the school board and which includes, at a minimum, the competencies required in the curriculum frameworks approved by the State Board of Education. (MS Code 37-3-49)
11. The School Board policy shall specify that those course objectives identified as core in the local instructional management plan constitute the basic or mastery curriculum for each elementary school grade and each secondary school academic course. Core objectives shall include those core skills outlined in the Mississippi Curriculum Structure plus any objectives that the local board establishes as essential.

12. The School Board directs the superintendent to develop local remediation plans for students who fail to meet local criteria for instructional objectives.
13. The School Board shall require that the district conduct an annual analysis of student performance and take action to improve the curriculum instructional delivery and/or evaluation components when the review of student performance indicates weaknesses in the instructional management system. (MS Code 37-3-49)
14. The school board directs the superintendent to engage in annual strategic planning to review the educational status of the district and to address specific actions to improve the quality of its educational programs.
15. The School Board directs the superintendent to:
  - a. develop guidelines for programs to lower student dropout rates.
  - b. develop and implement a district-wide student disciplinary plan.
16. The School Board shall complete required basic and continuing education programs provided through the School Executive Management Institute. (MS Code 37-3-4[5] and 37-7-306[1])
17. The school board policy ABB (B) directs the superintendent, other central office administrators, and school principals to attend the School Executive Management Institute.
18. The School Board shall adopt policies to limit and reduce the number and length of written reports that classroom teachers are required to prepare. (MS Code 37-3-49)
19. The School Board shall review all adopted policies annually and take appropriate action concerning their revision, maintenance, and/or repeal. Provisions will be made for involving members of the staff and community in policy formulation and review.

LEGAL REF.: MS Code as cited Accreditation Requirements of the State Board of Education