

General School Administration

Goals and Objectives

The Superintendent directs the administration in order to manage the School District and to facilitate the implementation of a quality educational program in alignment with Board policy 1:30, *School District Philosophy*. Specific goals and objectives are to:

1. Provide educational expertise.
2. Plan, organize, implement, and evaluate educational programs that will provide for students' mastery of the Illinois Learning Standards.
3. Meet or exceed student performance and academic improvement goals established by the Board.
4. Develop and maintain channels for communication between the school and community.
5. Develop an administrative procedures manual and handbooks for personnel and students that are in alignment with Board policy.
6. Manage the District's fiscal and business activities to ensure financial health, cost-effectiveness, and protection of the District's assets.
7. Provide for the proper use, reasonable care, and appropriate maintenance of the District's real and personal property, including buildings, equipment, and supplies.

LEGAL REFERENCE: 105 ILCS 5/10-16.7, 5/10-21.4, and 5/10-21.4a.

CROSS REFERENCE: 1:30 (School District Philosophy)
2:20 (Powers and Duties of the School Board)
2:130 (Board Superintendent Relationship)
3:40 (Superintendent)
3:50 (Administrative Personnel Other Than the Superintendent)
3:60 (Administrative Responsibility of the Building Principal)
6:10 (Educational Philosophy and Objectives)

ADOPTED: **June 12, 2006 (Effective July 1, 2006)**

AMENDED: **February 12, 2007 (Effective March 1, 2007)**

AMENDED: **February 13, 2012 (Effective March 1, 2012)**

General School Administration

Chain of Command

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed except in unusual situations.

All personnel should refer matters requiring administrative action to the responsible administrator, and may appeal a decision to a higher administrative officer. Whenever possible, each employee should be responsible to only one immediate supervisor. Where this is not possible, the division of responsibility must be clear.

CROSS REFERENCE: 1:20 (District Organization, Operations, and Cooperative Agreements)
2:140 (Communications To and From the Board)
3:70 (Succession of Authority)
8:110 (Public Suggestions and Concerns)

ADOPTED: **June 12, 2006 (Effective July 1, 2006)**

AMENDED: **February 13, 2012 (Effective March 1, 2012)**

General School Administration

Superintendent

Duties and Authority

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools in accordance with School Board policies and directives, and State and federal law. District management duties include, without limitation, preparing, submitting, publishing, and posting reports and notifications as required by State and federal law. The Superintendent is authorized to develop administrative procedures and take other action as needed to implement Board policy and otherwise fulfill his or her responsibilities.

The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by School Board policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the School Board, District employees, students, and the community. The Superintendent shall have a valid administrative certificate with the superintendent endorsement issued by the State Educator Preparation and Licensure Board.

Evaluation

The School Board will evaluate, at least annually, the Superintendent's performance and effectiveness, using standards and objectives developed by the Superintendent and Board that are consistent with the Board's policies and the Superintendent's contract. A specific time should be designated for a formal evaluation session with all School Board members present. The evaluation should include a discussion of professional strengths as well as performance areas needing improvement.

The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, in-service training, or similar continuing education pursuits.

Compensation and Benefits

The School Board and the Superintendent shall enter into an employment agreement that conforms to Board policy and State law. This contract shall govern the employment relationship between the School Board and the Superintendent. The terms of the Superintendent's employment agreement, when in conflict with this policy, will control.

LEGAL REFERENCE: 105 ILCS 5/10-16.7, 5/10-20.47, 5/10-21.4, 5/10-23.8, 5/21-7.1, 5/21B-20, 5/21B-25, 5/24-11, and 5/24A-3.
23 Ill.Admin.Code §§1.310, 1.705, and 29.130.

CROSS REFERENCE: 2:20 (Powers and Duties of the School Board)
2:130 (Board-Superintendent Relationship)
2:240 (Board Policy Development)
3:10 (Goals and Objectives)

ADOPTED: **June 12, 2006 (Effective July 1, 2006)**

AMENDED: **February 12, 2007 (Effective March 1, 2007)**

AMENDED: **February 8, 2010 (Effective March 1, 2010)**

AMENDED: **February 14, 2011 (Effective March 1, 2011)**

AMENDED: **August 13, 2012 (Effective August 31, 2012)**

General School Administration

Administrative Personnel Other Than the Superintendent

Duties and Authority

District administrative and supervisory positions are established by the School Board in accordance with State law. The general duties and authority of each administrative or supervisory position are approved by the Board, upon the Superintendent's recommendation, and contained in the respective position's job description. In the event of a conflict, State law and/or the administrator's employment agreement shall control.

Qualifications

All administrative personnel shall be appropriately certificated and shall meet all applicable requirements contained in State law and Illinois State Board of Education rule.

Evaluation

The Superintendent or designee shall evaluate all administrative personnel and make employment and salary recommendations to the Board.

Administrators shall annually present evidence to the Superintendent of professional growth through attendance at educational conferences, additional schooling, in-service training and Illinois Administrators' Academy courses, or through other means as approved by the Superintendent.

Administrative Work Year

The administrators' work year shall be the same as the District's fiscal year, July 1 through June 30, unless otherwise stated in the employment agreement. In addition to legal holidays, administrators shall have vacation periods as approved by the Superintendent. All administrators shall be available for work when their services are necessary.

Compensation and Benefits

The Board will consider the Superintendent's recommendations when setting compensation for individual administrators. These recommendations should be presented to the Board no later than the March School Board meeting or at such earlier time that will allow the Board to consider contract renewal and nonrenewal issues.

Unless stated otherwise in individual employment contracts, all benefits and leaves of absence available to teaching personnel are available to administrative personnel, so long as such benefits and leaves of absence do not subject the District to financial, legal and/or any other penalty.

LEGAL REFERENCE: 105 ILCS 5/10-21.4a, 5/24A-1, 5/24A-3, 5/24A-4 and 5/24A-20.
23 Ill.Admin.Code §§1.310 and 1.705.

CROSS REFERENCE: 3:60 (Administrative Responsibility of the Building Principal)
5:30 (Hiring Process and Criteria)
5:250 (Leaves of Absence)

ADOPTED: **June 12, 2006 (Effective July 1, 2006)**

AMENDED: **August 8, 2011 (Effective September 1, 2011)**

General School Administration

Administrative Responsibility of the Building Principal

The School Board, upon the recommendation of the Superintendent, employs Building Principals as the chief administrators and instructional leaders of their assigned schools, and may employ Assistant Principals. The primary responsibility of a Building Principal is the improvement of instruction. Each Building Principal shall perform all duties as described in State law as well as such other duties as specified in his or her employment agreement or as the Superintendent may assign, that are consistent with the Building Principal's education and training.

The School Board and each Building Principal and Assistant Principal shall enter into an employment agreement that conforms to Board policy and State law. The terms of an individual employment contract, when in conflict with this policy, will control.

Each Building Principal and Assistant Principal shall complete State law requirements to be a prequalified evaluator before conducting and evaluation of a teacher or assistant principal.

The Superintendent or designee shall implement an evaluation plan for Principals and Assistant Principals that complies with Section 24A-15 of the School Code and relevant Illinois State Board of Education rules. Using that plan, the Superintendent or designee shall evaluate each Building Principal and Assistant Principal. The Superintendent or designee may conduct additional evaluations.

LEGAL REFERENCE: 10 ILCS 5/4-6.2.
105 ILCS 5/2-3.53a, 5/10-20.14, 5/10-21.4a, 10-23.8a, 10-23.8b, and 5/24A-15.
105 ILCS 127/.
23 Ill.Admin.Code Parts 35 and 50, Subpart D.

CROSS REFERENCE: 3:50 (Administrative Personnel Other Than the Superintendent)
5:250 (Leave of Absence)

- ADOPTED: **June 12, 2006 (Effective July 1, 2006)**
- AMENDED: **February 12, 2007 (Effective March 1, 2007)**
- AMENDED: **August 8, 2011 (Effective September 1, 2011)**
- AMENDED: **February 13, 2012 (Effective March 1, 2012)**
- AMENDED: **February 10, 2014 (Effective March 1, 2014)**

General School Administration

Succession of Authority

If the Superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility of the respective office shall follow a succession plan, developed by the Superintendent and approved by the School Board.

CROSS REFERENCE: 1:20 (District Organization, Operations, and Cooperative Agreements)
3:30 (Chain of Command)

ADOPTED: **June 12, 2006 (Effective July 1, 2006)**

AMENDED: **February 13, 2012 (Effective March 1, 2012)**