

Qualifications and Duties of the Superintendent

The Board requires the superintendent be a strong educational leader who has the following professional experience and training:

1. A current Oregon administrative license which meets the TSPC standards for superintendent's or transitional superintendent license;
2. A master's or doctorate degree in the field of education, preferably in educational administration;
3. Successful teaching experience at the elementary or secondary school level;
4. Service as a school superintendent or administrative experience in the central administration of a school system.

In lieu of the experience and training requirements above, the Board may consider as a candidate for its superintendent's position an individual who meets transitional administrator or exceptional administrator licensure requirements. The Board may, jointly with the individual, submit an application for such license for Teacher Standards and Practices Commission approval pursuant to OAR 584-080-0151 and 584-080-0161.

The superintendent will have the following personal and professional peers;

1. Sufficient health and vigor to perform bona fide requirements of the position;
2. Success in leadership roles with staff, community and professional peers;
3. Ability to communicate effectively, both orally and in writing;
4. Scholarship, intelligence and excellent ability to plan and organize;
5. Training, experience and success in personnel selection, evaluation and development;
6. Knowledge of curriculum development, implementation and evaluation;
7. Knowledge of business and support service systems which facilitate planning, control and accountability;
8. Experience in administering collective bargaining agreements;

9. Ability to motivate other administrators and significantly involve them in the decision-making process;
10. Strong management skills and a desire and ability to motivate and innovate, taking advantage of the district's strengths.

General Functions

1. The superintendent is the chief executive officer of the district, and under the direction of the Board, is responsible for control and operation of the school system and for implementing the decisions and policies of the Board.
2. The superintendent has the authority to formulate and delegate duties and responsibilities to subordinate administrative personnel. The delegation of such duties and responsibilities, however, will not relieve the superintendent of responsibility for the action taken under such delegation.

Specific Functions

The superintendent will have the duty and authority to perform the following specific functions:

1. Serve as educational leader to the Board, staff and community;
2. Act as the chief administrative officer of the Board;
3. Serve as clerk of the Board, performing such duties as required by law or by the Board;
4. Schedule meeting places, prepare an agenda and have minutes recorded for all Board and other school meetings authorized by the Board;
5. Attend all regular and special meetings and executive sessions of the Board, except that he/she may be excused when his/her own salary and performance are being reviewed;
6. Serve as executive officer of the budget committee and prepare an educational plan that is the basis for formulating the district's annual budget;
7. Administer the adopted policies of the Board;
8. Annually review the adopted policies of the Board and make recommendations for needed changes;
9. Advise, inform and make recommendations to the Board on matters of policy and other required action, and to inform the Board on all phases of district operation;
10. Provide an ongoing program of communication to and from the community, staff and Board concerning the school program and district activities;
11. Assess trends and changing procedures in salary negotiations and assist the Board in collective bargaining and salary consultation with district employee groups;

12. Serve as a member of the Board's salary consultation and negotiations teams and make recommendations to the Board on all issues;
13. Direct the implementation and administration of all agreements resulting from the consultation or negotiation process;
14. Develop and file a complete list of job descriptions for all classes of personnel, to review those descriptions and to change those descriptions as needed or directed by the Board;
15. Formulate and recommend for Board adoption such personnel policies as may be necessary for efficient functioning of the school staff. Policies approved by the Board will be included in the written rules and regulations of the district;
16. Make rules and reasonable regulations to govern routine matters and see that such rules and regulations are communicated to employees concerned;
17. Resolve problems of operations and settle disputes referred through administrative channels;
18. Work with staff organizations and committees in the development of sound personnel practices and procedures and to provide for their implementation;
19. Be responsible for the development, maintenance and operation of a constructive program of in-service, training and education for all employees of the school system. For this responsibility, the superintendent may employ lecturers, grant temporary leave from work, approve reimbursement for extension or college courses and develop professional library facilities as required, subject to approval by the Board;
20. Recommend to the Board the appointment, promotion or dismissal of all district employees in accordance with state law and Board policy;
21. Assign, transfer or promote all district employees in accordance with state law and Board policy;
22. Evaluate the performance of all district administrative personnel in accordance with state law and Board policy and to make recommendations for those positions to the Board before July 1 of each year;
23. Evaluate the performance of licensed and classified personnel in accordance with state law and Board policy;
24. Assign and control the promotion of students;
25. Keep a continuous inventory of all property, furniture, material and supplies of the district;
26. Recommend plans for repairs to district property and for new construction and see that all plans adopted by the Board are properly executed;

27. Establish procedures to involve teachers, principals, supervisory personnel and representatives from student and community groups in the preparation and selection of courses of study, textbooks and other instructional materials;
28. Recommend textbooks, instructional materials, supplies and school equipment to be purchased by the district;
29. Direct the preparation of the annual budget, to prepare the annual budget message for presentation to the budget committee, to supervise the administration of all fiscal policies of the district and to serve as custodian of all district funds;
30. Develop and recommend to the Board long-range plans for educational programs, facilities and financial resources that are consistent with population trends, district goals and community needs;
31. Direct the district in its relationships with federal, state and local government agencies;
32. Cooperate with universities and colleges in their student-teacher training programs;
33. Attend local, state and national meetings, conferences and workshops as deemed beneficial to the interests of the district;
34. Visit, as may be required, all district schools as a regular part of his/her work and institute and carry out such regulations as may be necessary to attain their efficient operation;
35. Direct the administrative staff in establishing and changing, as needed, the boundaries of school attendance areas subject to approval of the Board;
36. In cases of matters not specifically covered by Board policies, take appropriate action and report such action to the Board no later than the next regular Board meeting;
37. Have such other powers and duties as may be approved by the Board, and as may be necessary to fulfill the functions of his/her office.

END OF POLICY

Legal Reference(s):

[ORS 327.133](#)
[ORS 332.075](#)
[ORS 332.515](#)
[ORS 342.125](#)
[ORS 342.140](#)
[ORS 342.143](#)
[ORS 342.173](#)

[ORS 342.175](#)
[ORS 342.200](#)

[OAR 581-022-0102 to -1940](#)
[OAR 581-023-0006 to -0050](#)
[OAR 584-020-0000 to -0045](#)

[OAR 584-036-0035\(1\)](#)
[OAR 584-046-0005 to -0024](#)
[OAR 584-048-0085 to -0095](#)
[OAR 584-080-0151](#)
[OAR 584-080-0152](#)
[OAR 584-080-0161](#)

Cross Reference(s):

CBG - Evaluation of the Superintendent