

Team Management

The Management Team consists of the School Board members, the Superintendent, and Administrators. The Superintendent is responsible to the School Board. The rest of the Administrative Team is responsible to the Superintendent.

The team management concept utilizes and interrelates a variety of administrative skills and levels to achieve a well-balanced, effective and efficiently managed organization. It reflects the organization's goals and purposes while maintaining the individual's human values and needs within the organization.

Team management increases the need for an open climate, for interpersonal trust, and a willingness to place personal goals second to organizational goals. The team concept also involves shared decision-making and accountability for the actions of the team. In addition, team management provides team members the opportunity to make meaningful contributions to the organization; to have satisfying interpersonal relationships; to achieve recognition and advancement; and to obtain personal and professional growth.

The belief in the value of the team approach to management of School District #4 is based on certain assumptions. These include that:

- Individuals who are involved in making a decision will have a higher commitment to carrying out that decision;
- The quality of decisions increases when those decisions are made on the basis of the collective minds of those knowledgeable about the situation;
- Operational decisions need to be made as close to the point of implementation as possible;
- Mutual trust is needed between the Board, the Superintendent, the principals, and other administrators;
- All members of the management team need to assume good will and competency on the part of all other members;
- The scope and range of ideas considered within the Management Team are limited only by the concept of relevancy and/or mutual agreement;
- Team members are encouraged and obligated to communicate ideas and recommendations;
- There is a need for an allowance of diversity of inputs, wide participation, free communication, and open discussion.

- The decisions of the Management Team are to be subsequently supported by each member of the management team.

The roles and functions of the Board members, Superintendent, principals, and other managers need to be clearly understood, as each management level has its own authorities and responsibilities. A total integrated (team) effort by all members of the management team does not mean sharing or abdicating those authorities and responsibilities that by law and/or good administrative practice belong to a specific level of management. It does require coordination and mutual understanding of these authorities and responsibilities.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)

Cross Reference(s):

BGA - Board - Administrator Communication
CD - Team Management