

**B/SL-3**  
**ACCOUNTABILITY OF THE SUPERINTENDENT**

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The Superintendent is the Board's only link to the operational organization. All authority over and accountability of staff, as far as the Board is concerned, are considered the authority and accountability of the Superintendent.

Accordingly:

1. The Board will never give directives to persons who report directly or indirectly to the Superintendent.
2. The Board will not evaluate any staff other than the Superintendent.
3. ~~Organizational accomplishment of Ends and operation within the boundaries of Executive Limitations will be viewed as successful Superintendent performance.~~
4. Except as required by law and thus disposed of by the consent agenda, the Board will not participate in decisions or final action involving the hiring, evaluating, disciplining or dismissal of any employee other than the Superintendent.
5. The Board will expect the Superintendent to provide periodic training to staff that, in the absence of a Board Policy or District Regulation, staff are to use their best professional judgment provided that such action shall not be in conflict with the general aims and objectives of the district or with any local, state or national ordinances, statutes, regulations or directives. The training will also remind staff that in the event there is doubt as to the appropriate course of action or if it is apparent that the consequences could be serious, the Superintendent expects the staff member to contact the superintendent or other administrator who could provide appropriate assistance.

**Deleted:** The Board will view Superintendent performance as identical to organizational performance.

*December 14, 2005 – Adoption*  
*March 7, 2012 – Monitored, no changes*  
*November 7, 2012 – Monitored, no changes*  
*August 5, 2013 – Monitored, no changes*  
*July 31, 2014 – Monitored, no changes*  
*November 18, 2015 – Monitored, Revised*