

**CONCEPTS AND ROLES**

The Board of Education expects the administration to promote the creation of the best possible educational program and to maintain an environment conducive to learning. The Superintendent shall provide the vision and educational leadership in this effort and shall give top priority to meeting the needs of all students and actively helping teachers raise academic achievement.

The Superintendent shall develop decision-making processes which are responsive to the school community and to the specific needs of individual students. He/she shall provide means by which staff, students and parents/guardians at each school may participate in decisions related to school improvement and matters which the Board identifies as appropriately managed at the school site level. The administration shall provide professional advice to the Board and to citizen advisory committees.

*(cf. 1220 - Citizen Advisory Committees)*  
*(cf. 2230 - Representative and Deliberative Groups)*

Within the parameters of law, the Board may employ administrative and supervisory personnel to assist in the effective management of the District. All schools and departments shall form a single administrative system organized so that appropriate decision making may take place at various levels in accordance with Board policy and administrative regulations. The Board expects the Superintendent to recognize, develop and use the leadership abilities of staff.

The Board desires to give all administrators the authority they need in order to carry out their assigned responsibilities. The Board shall clearly state what it expects of the Superintendent and shall evaluate him/her on how well those expectations have been met. In turn, the Superintendent shall clearly state what is expected of all other administrators and shall evaluate how well those expectations have been met.

*(cf. 4119.3/4219.3/4319.3 - Duties of Personnel)*  
*(cf. 4300 - Management, Supervisory and Confidential Personnel)*  
*(cf. 4315 - Evaluation/Supervision)*

*Legal Reference:*EDUCATION CODE

35020 Duties of employees fixed by governing board

35028 Qualifications for employment

35031 Term of employment

35160 Authority of governing boards

35160.1 Broad authority of school districts

35161 Powers and duties generally

41401-41407 Teaching and non-teaching certificated employee ratio

Policy  
 Adopted: September 11, 2000

**BREA OLINDA UNIFIED SCHOOL DISTRICT**  
 Brea, California