

**Expectations of the Superintendent**

**EL-1**

The Superintendent shall not cause or allow any practice, activity, decision, condition, procedure or organizational circumstance which is unlawful, unethical, unsafe, disrespectful, imprudent, unfair, inequitable, disruptive, undignified or in violation of contract, Board policy, or collective bargaining agreements.

In order to ensure continuity of district operations, the Superintendent shall not allow the district's leadership or any critical functions to be unprepared to respond to conditions that can stop or otherwise impede district operations. Accordingly, the Superintendent shall not fail to:

1. Ensure that at least one other executive staff member is familiar with Board and Superintendent issues and processes and is capable of assuming Superintendent responsibilities on an emergency basis.
2. Ensure that continuity of leadership exists at each level of the district's management.
3. Ensure that district plans include a projection of foreseeable disasters or emergency situations.
4. Ensure that the district tests disaster/emergency preparedness plans for their ability to assure organizational continuity.

With respect to interactions with stakeholders (parents, students, and the public), the Superintendent shall not fail to ensure that parents, students and the public are treated with respect and dignity at the district level and within each school and classroom. Accordingly, the Superintendent shall not cause or allow a compromise of confidential information.

The board understands that certain legislative bodies may require the board to adopt policies that would be considered operational and therefore delegated to the Superintendent, under Policy Governance. In order to satisfy both these regulatory requirements and the board's desire to delegate operational issues to the Superintendent, the board adopts this policy. Accordingly, the Superintendent shall not fail to:

1. Create and implement policies as required by local, state and federal legislation.
2. These policies will be called district operating policies to distinguish them from the Board's governance policies.

**Adopted:** *June 12, 2019*  
**Monitoring Method:** *Internal Report*  
**Monitoring Frequency:** *Annually in April*