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Hermon School Department

School Committee – Superintendent Relationship

The Hermon School Committee believes that exercising its legislative function through policymaking is its most important responsibility. The School Committee is also responsible for setting the direction for the Hermon School Department and evaluating progress toward goals.

The management of the schools is the function of the superintendent. The School Committee holds the superintendent responsible for complying with all applicable laws, rules and regulations; for administering School Committee policies and decisions; for the operation of the schools and educational program; for the system of supervision and evaluation of staff; and for keeping the School Committee informed about school operations, problems and opportunities. The School Committee recognizes that the superintendent may delegate certain responsibilities to other personnel. Such delegation does not relieve the superintendent of the final responsibility for actions taken.

The School Committee, collectively and as individual members, shall:

- A. Recognize the superintendent as the educational leader of the School Department;
- B. Provide direction for the superintendent through written policies, objectives and goals for the School Department;
- C. Give the superintendent full administrative authority and support for properly discharging his/her professional duties, while holding him/her responsible for acceptable results.
- D. Hold all School Committee meetings in the presence of the superintendent, except as otherwise permitted by law or when the superintendent voluntarily excuses him/herself at the request of the School Committee.
- E. Refer complaints, criticisms, and requests to the superintendent or other appropriate personnel and discuss them at School Committee meetings only after administrative solutions have been exhausted; and
- F. Evaluate the superintendent and provide appropriate opportunities for the superintendent to share his/her perceptions regarding the working relationship between the School Committee and superintendent.

Legal Reference: 1 MRSA § 401 et seq.
20-A MRSA §§ 1001 et seq.; 1051 et seq.; 13201; 13301

Cross Reference: BBA - School Board Powers and Responsibilities
BCA - Board Member Code of Ethics
CB - School Superintendent
CB-R - Superintendent Job Description
CBI - Evaluation of the Superintendent