

## **COMMITTEE COMMUNICATIONS WITH STAFF**

A clear understanding of responsibilities and relationships between and among the Committee and school personnel is essential for a smoothly running and efficient school system. It should be remembered that the Committee, school administrators, teachers and all others responsible for any phase of the work of the school system have a common and basic responsibility—the welfare of the children in the schools. This responsibility must guide all of the Committee’s considerations and decisions.

### **Committee and Superintendent**

The relationship of the Committee and the Superintendent can best be described as one of teamwork. They must function cooperatively as some of their functions are not readily separable. However, the primary functions are separable and should be clearly understood by each. The Committee is the legislative body of the school unit. It exercises its mandated management of the schools through the formation of policies.

The Superintendent is the executive officer of the Committee and the chief administrative officer. The Committee recognizes this and wishes to make this clear to all staff members and to all citizens.

### **Committee and Principal**

The School Principal has no direct administrative relations with the Committee. His/her relations to the Committee are through the Superintendent, for the Committee recognizes that the Superintendent is the person to whom it must look for professional leadership within the schools. A spirit of cooperation and mutual helpfulness must prevail between the Superintendent and the Principal if the best results are to be realized. For instance, the Principal and the Superintendent must cooperate in the selection of school staff because the Principal is in the best position to know the kind of person needed for a particular type of service in the school. However, the Principal must make recommendations concerning staff to the Superintendent and not to the Committee.

### **Committee and Teachers**

The relationship of the teacher to the Committee is indirect. The teacher is

directly responsible to the Principal and through him/her to the Superintendent, and then to the Committee. However, this does not mean that the teacher does not have access to the Superintendent or to the Committee. Conditions may arise when direct access may be obtained through channels established for grievances.

Adopted: 6/4/18