The Arlington School Board creates policy and governs through the policy it creates. The Superintendent manages operations of the school system in accordance with School Board Policies and performs duties as prescribed in the Code of Virginia.

Procedure and Guidelines

The Board recognizes, honors, and values the Superintendent's experience and expertise in instructional and administrative matters. The Superintendent recognizes, honors, and values the Board's experience in issues related to Arlington Public Schools and the Board's connections and responsibilities to the community it represents. The Superintendent and Board members respect the confidentiality of communication in both directions and maintain open communication and trust. The Superintendent works only for the Board as a whole, not for any individual member. Only decisions of the Board acting as a body are binding on the Superintendent.

The Superintendent treats all Board members in an evenhanded, equitable, and impartial manner. Board members work directly with the Superintendent and Cabinet, so long as such communication is clearly not giving direction or suggesting a course of action that staff perceives as direction. Board members make requests for information through the Cabinet and Superintendent. Individual Board member requests for information or assistance will be honored unless the Superintendent believes the request will be overly burdensome for staff to fulfill. In that event, the Superintendent will discuss a reconsideration of the request with the Board member. If the Board member still insists on the request, the Superintendent can take the request to the full Board.

The Board directs the Superintendent through actions and written policies that prescribe the results the Board wants to achieve. The Board is realistic in setting expectations about what can be accomplished, given the school system's available resources. The Superintendent is accountable to the School Board for the performance of staff. The only staff members to whom the Board may give direction are the Superintendent, the Internal Auditor, and the Clerk of the Board. An individual Board member may not give direction to any staff member. The Superintendent is accountable for the success of the total organization. Annually, the Board evaluates the Superintendent's performance. The Superintendent is accountable to the School Board for achievement of the objectives in the Strategic Plan.

The Board is responsible for clearly setting forth and communicating its expectations before the Superintendent’s evaluation takes place in accordance with School Board Policy C-2.7 Superintendent Evaluation. The Board will be rigorous and exacting with itself in clarifying its expectations. The Board will monitor the Superintendent's job performance in a way that is systematic, fair, and effective. The Board will acquire monitoring data by reports, evaluations, surveys, other information from the Superintendent, and community input.

In accordance with School Board Policies B-2.1.31 Actions of School Board Members and B-2.1.32 Conduct of School Board Members, Board members do not engage in resolving concerns or issues for individual residents beyond referring them to the teacher or appropriate staff member. When this happens, Board members can respond directly and should refer the resident to take their concern to the teacher or appropriate staff member and may guide the resident regarding the

appropriate levels of authority and sequence. When in doubt, Board members check with the Superintendent.

References
Code of Virginia §22.1-58, 22.1-59, 22.1-68, 22.1-69, 22.1-136, 22.1-253.13:7
School Board Policy B-2.1.31 Actions of School Board Members
School Board Policy B-2.1.32 Conduct of School Board Members
School Board Policy C-2.7 Superintendent Evaluation
Arlington School Board Code of Conduct for School Board Members

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