

GENERAL SCHOOL ADMINISTRATION

Superintendent

Duties and Authority

The Superintendent shall be the District's Chief Executive Officer, responsible for the administration and management of the District schools in accordance with Board of Education policy. The Superintendent may delegate to other District staff members the exercise of any powers and the discharge of any duties imposed upon the Superintendent by Board of Education policies or by Board vote. The delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action that was delegated.

Qualifications and Appointment

The Superintendent must be of good character. The Superintendent shall have the experience and the skills necessary to work effectively with the Board of Education, District employees, students and the community. The Superintendent shall have a valid administrative certificate and superintendent's endorsement issued by the State Certification Board. When the office of the Superintendent becomes vacant, the Board of Education will conduct a search to find the most capable person for the position. Qualified staff members who apply for the position will be considered for the vacancy.

Evaluation

The Board of Education shall evaluate the Superintendent's performance and effectiveness according to the terms contained in the Superintendent's employment agreement. A specific time shall be designated for a formal evaluation session with all Board of Education members present. The evaluation shall include a discussion of professional strengths as well as performance areas needing improvement. The Superintendent shall annually present evidence of professional growth through attendance at educational conferences, additional schooling and in-service training.

Compensation and Benefits

The Board of Education and the Superintendent shall enter into a contract that conforms to this policy and State law. This contract shall govern the employment relationship between the Board of Education and the Superintendent.

LEGAL REF,: 105 ILCS 5/10-21.4, 5/10-23.8, 5/21-7.1, 5/24-11, 5/24-16 and 5/24 A-3.
23 Ill. Admin. Code §§ 1.220, 1.310a, 1.320a and 226.545

CROSS REF: 2.130 (Board-Superintendent Relationship)

FIRST READING: August 24, 2005

ADOPTED: September 14, 2005