

MASTERS IN GOVERNANCE

course 4

Human Resources 1
Collective Bargaining 81

Inspirations for Your Governance Team





COURSE 4

Human Resources



MASTERS IN GOVERNANCE

PROGRAM EXPECTATIONS | GUIDELINES FOR PARTICIPATION

- Do your homework / come prepared
- Keep your focus on the students
- Respect and learn from differences
- Take 100% responsibility for your own communications
- Remember: manner makes a difference
- Be courteous when using electronic devices
- Come with an attitude of inquiry and learning



Human Resources

General Context for HR

- HR system must be based on trust and open communication
- The purpose of HR is to improve professionalism and performance
- Protocol, policy and regulations are important
- Never surprise the superintendent or board
- HR must be connected to Setting Direction

**One can mess up faster in HR
than anywhere else!**

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THE BOARD'S ROLE IN HIRING AND EVALUATING THE SUPERINTENDENT

Most County Boards of Education have a very different relationship to the superintendent and other employees.

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HR Framework

- Climate, Tone and Expectations
 - The board's role is to ensure a supportive and positive climate exists.
- Hiring
 - The board's role is to ensure a framework for sound practices is in place.
- Evaluation/Accountability
 - The board's role is to make sure effective evaluation systems are in place and used.

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BOARD/SUPERINTENDENT RELATIONSHIPS

Within the Governance Team

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HUMAN RESOURCES – RELATING TO THE SUPERINTENDENT

Become Prepared

The BOARD needs to COME PREPARED by:

- Understanding that the board/superintendent relationship is crucial to the success of the district
- Being informed about policies, contracts, and the evaluation/hiring processes



1-Set the Direction

- Ensure the criteria for hiring a superintendent that is consistent with the district's beliefs, vision, mission and goals and establish search process
- Employ the superintendent whose philosophy aligns with the community's core beliefs
- Forge a collaborative, supportive relationship with the superintendent

2-Establish the Structure

- Operate within a governance team unity of purpose, role, norms and protocols
- Approve superintendent's contract and any addendums
- Agree on the structure and timeline for superintendent evaluation that are aligned with policies and superintendent contract
- Agree on content of superintendent evaluation based on goals/success indicators

3-Create a Supportive Environment

- Maintain open lines of communication with the superintendent

4-Ensure Accountability

- Foster a culture of accountability
- Receive ongoing updates on achievement of district and superintendent goals
- Evaluate superintendent annually in a professional and collaborative manner

5-Provide Community Leadership Throughout

- Keep community informed about progress on goals