Board Governance through POLICY

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School boards GOVERN.
Superintendents MANAGE.

Board | Goals
--- | ---
Advocacy/Accountability | Policy
Operations | Regulations
Personnel | 
Superintendent
“School Board policies are statements which set forth the purpose and prescribe in general terms the organization and program of a school system.”

National School Boards Association

“They create a framework within which the superintendent and his/her staff can discharge their assigned duties with positive direction.”

National School Boards Association

“They tell what is wanted.”

National School Boards Association
WHAT & WHY

Broad for administrative discretion

Specific for clear guidance
Specific for clear guidance

Broad for administrative discretion

DETAILED DIRECTIONS
FORMS
JOB DESCRIPTIONS

POLICY
WHAT
WHY
<table>
<thead>
<tr>
<th>Policy</th>
<th>AR</th>
</tr>
</thead>
<tbody>
<tr>
<td>Developed By</td>
<td>Board</td>
</tr>
<tr>
<td>Board Action</td>
<td>Adoption</td>
</tr>
<tr>
<td>Language</td>
<td>Broad language that gives the direction to the administration.</td>
</tr>
<tr>
<td>WHAT, WHY, The end result.</td>
<td>HOW, WHO, WHEN, WHERE, The means to get to the end result.</td>
</tr>
</tbody>
</table>
Remember!

Policies are legal documents, not a Nobel prize in literature.

Phrases and words have legal meaning which may not create the perfect sentence — be careful of word-smithing.

Policy is legally binding and creates legal liability.
Word of Caution

Be wary of special interest groups or grassroots movements that are recommending (pushing) a policy for board adoption. They may not realize that a board policy is legally binding and that language in their policy may increase the district’s liability.

Not everything that is required is required to be in policy. (but somethings are)

(sometimes less is more)
REQUIRED TO DO
TO BE IN POLICY

R6/01/10 | PH

“Each school district board shall adopt policies that ...”

Oregon School Boards Association
Selected Sample Policy

Non-discrimination

The district prohibits discrimination and harassment on any basis protected by law, including but not limited to, an individual’s perceived or actual race, color, religion, sex, sexual orientation, national or ethnic origin, marital status, age, mental or physical disability, pregnancy, familial status, economic status, or any other characteristic protected by law. The district also prohibits discrimination and harassment on the basis of sexual orientation, gender expression, gender identity, or physical disability, pregnancy, familial status, economic status, or any other characteristic protected by law.

Adopted:
HIGHLY RECOMMENDED

HR 6/01/10 | RS

HIGHLY RECOMMENDED
REQUIRED TO DO
HIGHLY LITIGIOUS

HR 6/01/10 | RS

HIGHLY RECOMMENDED
REQUIRED TO DO
HIGHLY LITIGIOUS

HR 6/01/10 | RS
CONDITIONALLY REQUIRED

CR 6/01/10 | SL
Remember!

When reviewing policy:

- Is it legal?
- Does it reflect current practice?
- Is it working? What needs changed?
- Do we need it?
within [five] working days
to the [superintendent]
the Board [may][shall]

DOUBLE CODES
GCBDD/ GDBDD
Sick Time

PROHIBITED USE, POSSESSION, DISTRIBUTION OR SALE OF TOBACCO PRODUCTS AND INHALANT DELIVERY SYSTEMS

GBK/ J FCG/ KGC