



Board Job Description

The job of the board is to represent the community and to lead the organization by determining and demanding appropriate and excellent organizational performance.

Each board member shall reside in the zone from which they are elected but shall be elected at large. The board shall adjust the boundaries of the zones, as necessary, to apportion population so that the zones are as nearly equal in population as is feasible according to the latest federal census data.

The board will operate within all legal requirements and is responsible for the hiring of the superintendent, the adoption of the annual budget, and the ratification of collective bargaining agreements.

To distinguish the board's own unique job from the jobs of the superintendent and staff, the board will concentrate its efforts on the following:

1. Advocating on behalf of the school district, students, and the constituency it serves.
2. Interacting with students, staff, parents, and community members, both as individual members of the board and as a whole board, to gather feedback that may help guide decisions facing the board.
3. Providing regular opportunities for public input around the board's policies.
4. Developing written governing policies that, at the broadest levels, address the following:
 - a. **Results:** Organizational impacts, benefits, and end results for specified recipients and their relative worth (the end result desired, for whom, and at what cost)
 - b. **Executive Limitations:** Constraints on executive authority that establish the practical, ethical, and legal boundaries within which all staff activity and decision-making will take place and be monitored
 - c. **Governance Process:** How the board will conceive, carry out, and monitor its own work
 - d. **Board-Staff Linkages:** How authority is delegated and its proper use monitored; the superintendent's role, authority, and accountability
5. Ensuring the superintendent's performance through monitoring Results and Executive Limitations policies.
6. Ensuring board performance through monitoring Board Governance and Board-Staff Linkages policies.
7. Ensuring the Results policies are the focus of organizational performance.

Monitoring Method: Board Self-assessment

Monitoring Frequency: Annually

Salem-Keizer Public Schools does not discriminate on the basis of race, color, religion, sex, sexual orientation, national origin, marital status, age or disability in its programs and activities.