



Purpose of Agreement

The Board of Directors and Superintendent must function as a cohesive leadership team. To ensure unity in purpose and clarity in process, effective group agreements must be in place. The following are the group agreements and expectations for the Bend-La Pine Schools' Board of Directors and Superintendent.

Collaborative Governance Agreements

1. Members of the Board and the Superintendent shall work together as a team, modeling lifelong learning and collaboration.
2. Board members shall place the district's mission, vision, and goals above personal interest.
3. Board members agree to follow Carver's Policy Governance model.
4. Board members shall recognize and respect the Superintendent's responsibility to manage the school district and to direct employees in district and school matters.
5. Board members shall carefully consider all issues brought to the Board by individuals and district leadership, listening to all perspectives.
6. Board members shall maintain appropriate confidentiality with district information.
7. The Superintendent shall respect the Board's responsibility to establish policy, and the Board shall respect the Superintendent's responsibility to manage the district.

Communication Agreements

1. Board members shall follow the chain of command and communicate directly with the Superintendent when a question, concern, or complaint is voiced by a staff member, student, parent/guardian, or community member.
2. Board members shall communicate directly with the Superintendent or Board Chair prior to meetings of the Board to address questions and/or concerns about agenda items. When possible, they shall communicate at least one business day prior to the meeting.
3. When an individual concern arises with any member of the Board / Superintendent team, Board members and the Superintendent shall communicate individually, as appropriate.
4. The Superintendent will communicate directly with the Board in a regularly established scheduled process for information sharing.
5. The Superintendent will communicate with the Board in anticipation of an adverse event or adverse media coverage, and/or when a serious incident involving staff, students, parents/guardians, or community members occurs.

Board Operation & Decision-Making Agreements

1. The Board and Superintendent will strive to start and end meetings on time. When possible, they will set "actionable" items that require more deliberation earlier in the agenda before "information only" items.
2. Board members will avoid surprises to other Board members or the Superintendent by following established communication agreements and meeting agendas. For an item to be added to a meeting agenda, three or more members must make the request to the Board Chair.
3. The Board will make decisions only as an entire Board and only at officially noticed public meetings.
4. Board members will support the decisions of the majority once a decision is made.

Board Expectations of the Superintendent

1. Work toward becoming a team with Board members.
2. Respect and acknowledge the Board's role in setting policy and overseeing the performance of the Superintendent.
3. Work with the Board to establish a clear vision for the school district.
4. Prepare preliminary goals annually for the Board's considerations.
5. Provide data to the Board so that data-driven decisions can be made.
6. Possess a working knowledge of all legal and local policies.
7. Inform the Board of critical information, including relevant trends, anticipated adverse issues, or critical external or internal change.
8. Communicate with Board members promptly and effectively.
9. Conduct a self-assessment prior to the Board's evaluation of the Superintendent's job performance.
10. Provide follow-up information to Board members on concerns and issues they have referred to the Superintendent.

Superintendent's Expectation of the Board

1. Recognize the Superintendent as the instructional leader of the school district, including careful consideration of each recommendation made by the Superintendent.
2. Assist in gaining acceptance and support in the community, in part by sharing the successes and failures of the school system with the Superintendent.
3. In public and at school board meetings, show district staff the respect and consideration due skilled, professional employees.
4. To increase transparency and set the Board and Superintendent up for success, inform the Superintendent of all critical information and issues in a timely manner.
5. Be willing to abide by the Board's own rules, policies, and code of ethical conduct, displaying integrity of the highest order.
6. Study and evaluate educational issues affecting the school district, and participate in professional development activities at the local, state, and national level.
7. Avoid surprise items at school board meetings.
8. Respect the confidentiality requirement of Board meeting executive sessions.
9. Set clear goals for the Board itself, the Superintendent, and the district.
10. Remain student focused representing the needs and interests of all students in the district.

Bend-La Pine Schools	
Board of Directors	Superintendent
<p><i>GOVERNS</i> Decides What Requests Information Considers Issues Creates, Reviews, and Adopts Policy Establishes Vision, Approves & Reviews Plans Monitors Progress Approves Personnel Contracts Reviews & Approves District Budget Represents Public Interest</p>	<p><i>LEADS</i> Decides How Seeks and Provides Information Provides Recommendations Recommends and Carries Out Policy Implements Vision and Plans Reports Progress Supervises Hiring Processes & Practices Formulates District Budget Acts in Public Interest</p>

Board of Directors Signatures of Agreement, dated on this 12th day of September 20 23:


 Director Zone 1



 Director Zone 2


 Director Zone 3



 Director Zone 4


 Director Zone 5


 Director Zone 6


 Director Zone 7

Superintendent Signature of Agreement, dated on this 12th day of September 20 23:


 Superintendent