

RELATIONSHIP BETWEEN BOARD MEMBERS AND THE HEAD OF SCHOOL

[A24]

I. PURPOSE

Thetford Academy's Board of Trustees establishes policies and governs through the policies it creates. The Head of School manages all operations of the school in accordance with Thetford Academy policies. The purpose of this policy is to set clear and appropriate relationship expectations among the Head of School and all Board members.

II. POLICY

The Board shall recognize and value the Head of School's experience and expertise in instructional and administrative matters. The Head of School shall recognize and value the Board's experience with issues related to the Academy and the Board's connections and responsibilities to the community it represents.

Board members and the Head of School shall respect the confidentiality of communication in both directions and work toward open communication and trust.

The Head of School works for the Board as a whole, not for any individual member of the Board. Only decisions of the Board acting as a body shall be binding on the Head of School. Individual members of the Board may work directly with the Head of School only in an advisory capacity. Under emergency or extraordinary situations, as a representative of the whole Board of Trustees, the Board President (or her/his designee) may direct or instruct the Head of School on specific actions (or cessation of specific actions), while a reasonable effort is made to communicate with the whole Board about the relevant situation.

In accordance with the Board's Code of Conduct for Trustees, Board members shall communicate public reaction to Board policies and school issues to the full Board and to the Head of School, and shall refrain from responding to situations individually.

The Board directs the Head of School through its written policies. The Board shall be realistic in setting expectations about what can be accomplished, given the Academy's available resources. The Head of School shall be accountable to the Board for the performance of Academy employees.

The Board shall evaluate the Head of School's performance on a bi-annual basis in a way that is systematic, fair, and effective. The Head of School shall be accountable to the Board for the achievement of the Board's goals. The Board shall be responsible for clearly setting forth and communicating its expectations before the evaluation takes place.

ADOPTED: February 26, 2019