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Apr 26
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[See POLICY ALERT Nos. 192 and 237]

1230 SUPERINTENDENT'S DUTIES

Function

The Superintendent shall serve as Chief Executive and Administrative Officer of the **school** district by implementing policies established by the Board of Education and by discharging the duties imposed on **their his/her** office by law.

Authority

The Superintendent shall be the Chief School Administrator of the school district and **principal principle** advisor to the Board. **The Superintendent He/She** may delegate to an appropriate school official any duty not reserved to the Superintendent by law, ~~but may not delegate the responsibility for duties mandated by law.~~

Work Relationships

The Superintendent shall report directly to the Board and shall directly or indirectly supervise all persons employed by the Board.

Duties and Responsibilities

- A. In the discharge of **their his/her** responsibility as **principal principle** advisor to the Board, the Superintendent shall:
1. Ensure all aspects of **school** district operations comply with Board policy **and regulation, Federal and** State law, and **school** district contracts;
 2. Report to the Board on the needs of the **school** district;
 3. Advise the Board of any **revisions changes** or additions that should be made to its policies **and regulations**;
 4. Provide the Board with ~~such~~ information as may be needed to ensure ~~the making of~~ informed decisions **are made by the Board**; and
 5. Perform other duties as may be assigned by the Board.



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- B. In the discharge of **their** ~~his/her~~ responsibility for the implementation of the operational action plan of the **school** district, the Superintendent shall:
1. Prepare, promulgate, and maintain a manual of **Board policies and administrative** regulations;
 2. Evaluate the future needs of the **school** district and recommend a **school** district action plan including goals, objectives, and priorities to the Board; **and**
 3. ~~Maintain written objectives to implement the district action plan adopted by the Board;~~
 4. ~~Evaluate progress toward the attainment of the district action plan and report thereon to the Board; and~~
35. Report to the **United States Department of Education and the New Jersey Department of Education, the New Jersey Commissioner of Education, and the Executive County Superintendent as required** ~~on or before August 1 of each year matters relating to the schools in the manner and form prescribed by the Commissioner.~~
- C. In the discharge of **their** ~~his/her~~ responsibility as the administrator of the instructional program, the Superintendent shall:
1. Establish and maintain a written instructional plan for the schools of the **school** district consistent with the educational goals adopted by the Board;
 2. Coordinate the proper implementation of the instructional plan as it applies to each school in the **school** district;
 3. Evaluate at least annually the effectiveness of the program of studies and recommend ~~such~~ changes and additions ~~as may be required~~ to improve its effectiveness;
 4. Evaluate the performance of students in relation to other public school districts, as well as in relation to State and national standards;



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5. Report periodically to the Board, as directed by the Board, on the condition of the educational program and facilities in the **school** district; and
 6. Keep informed regarding current research in the field of education and inform the Board as appropriate.
- D. In the discharge of **their** ~~his/her~~ responsibility for the direction and welfare of students, the Superintendent shall:
1. Strive to motivate students to achieve their individual best;
 2. Create a climate of respect for authority and discipline in each of the schools of the **school** district; **and**
 3. ~~Report to the Board at its next meeting the suspension of a student;~~
~~and~~
 34. Recommend any changes in the program of student management and support ~~as necessary~~ to respond to **school** district needs.
- E. In the discharge of **their** ~~his/her~~ responsibility for the supervision of **school** district employees, the Superintendent shall:
1. Recommend to the Board all properly certified candidates for employment, assignment, or transfer;
 2. Assign staff ~~so as~~ to achieve maximum effectiveness in the attainment of educational goals;
 3. Train staff ~~as necessary~~ to implement approved changes in the curriculum or instructional methods of the **school** district;
 4. Evaluate the effectiveness of staff ~~members~~ in the performance of their assigned tasks;
 5. Recommend changes in staffing patterns based on the evaluation of staff and program effectiveness; and
 6. Discipline staff ~~as required~~ and report to the Board ~~forthwith~~ any suspension of a ~~teaching~~ staff member.



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- F. In the discharge of **their his/her** responsibility for the maintenance of the **school buildings and grounds** ~~physical plant~~, the Superintendent shall:
1. Strive to make efficient use of **school** district resources in the daily operations of the schools;
 2. Assign support staff ~~so as~~ to achieve maximum effectiveness from the **school buildings and grounds** ~~facilities~~ of the **school** district;
 3. Train support staff ~~as necessary~~ to maintain the **school buildings and grounds** ~~facilities~~ and to avoid safety and environmental hazards; and
 4. Evaluate the effectiveness of the **school** district's **school buildings and grounds** ~~facilities~~ in housing the instructional program and recommend to the Board ~~such~~ changes and improvements ~~as may be required~~.
- G. In the discharge of **their his/her** responsibility for the management of the **school** district business affairs, the Superintendent shall:
1. Supervise the preparation of the annual budget and recommend its adoption to the Board;
 2. Implement the budget adopted by the Board;
 3. Establish sufficient fiscal controls to ensure that **school** district funds are expended wisely and efficiently; and
 4. Report to the Board at its next meeting any expenditure in excess of a budgeted line item.
- H. In the discharge of **their his/her** responsibility as liaison officer to the public, the Superintendent shall:
1. Strive to interpret the needs of the school **district** to the public and the concerns of the public to the Board;
 2. As appropriate, involve members of the public in the review of **school** district needs, community needs, and the operation of the school **district's** programs;



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3. Keep the public informed about the accomplishments and challenges of the school district;
4. Cooperate with the news media; and
5. Work effectively with municipal government officials and public agencies concerned with the welfare of students.

Evaluation Criteria

The Superintendent will be evaluated in accordance with Policy No. 1240 and the **Board-approved** ~~this~~ job description.

N.J.S.A. 18A:7A-11.; 18A:17-17.; 18A:17-18.; 18A:17-20.; 18A:17-21.;
18A:22-8.1.; 18A:27-4.1.; 18A:37-4.

N.J.A.C. 6A:8-3.1; 6A:32-4.1; ~~6A:32-12.2~~

Adopted:

