KING PHILIP REGIONAL SCHOOL COMMITTEE

POLICY REVIEW SUBCOMMITTEE
(School Committee Members: Erin DeStefano, Michael Gee, Samad Khan)
Paul Zinni, Superintendent

SECTION C – GENERAL SCHOOL ADMINISTRATION
POLICY REVIEW – APRIL 22, 2020–REMOTE MEETING

➤ These documents contain revisions with track changes presented to the School Committee as a 1st reading on May 4, 2020:

CA – Administration Goals
CB – School Superintendent
CBD – Superintendent's Contract
CBI – Evaluation of the Superintendent
CCB – Line and staff relations
CE – Administrative Councils, Cabinets, and Comm.
CH – Policy Implementation
CHA – Development of Procedures
CHC – Procedures Dissemination
CHCA – Approval of handbooks and directives
CHCA-E – Approval of Handbooks and Directives
(CHD – Administration of Policy Absence – NO Changes made by PSC)
CL – Administrative Reports
CM – School District Annual Report

Prepared by Lisa Witkus, Executive Assistant – SC May 4, 2020
The intent of the King Philip Regional School Committee is that the District employs qualified personnel to administer the school system efficiently and to require the Superintendent to organize the administration in a manner that will make clear the functions of each position and the relationships among them.

The Superintendent will establish clear lines of communication, both vertically and horizontally, and will form any staff councils or committees needed to provide for efficient conduct of school business. In order to engage in this process in an orderly and effective fashion, each individual and group will be given particular, clear-cut responsibilities. Channels will be established so that the recommendations and decisions of each group can be heard and reviewed by the Chief Administrative Officer concerned, and, where appropriate, by the Superintendent and Regional School Committee.

The organization and administration of the schools will balance responsibility with commensurate authority, subject to the reserved legal powers of the Regional School Committee. This means that a staff member, when assigned a responsibility or a position, will be given the authority to make the decisions necessary to perform the assigned tasks.

For the schools to operate effectively, each Principal-Administrative Officer will be responsible and accountable for making a plan of development for all staff assigned to his/her area of operation.

SOURCE: MASC
The King Philip Regional School Committee shall employ a Superintendent of Schools and fix his/her/their compensation. The Superintendent shall act in accordance with General Laws, Chapter 71, Section 59, and shall perform such other duties consistent with this section as the Committee may determine. He/she/They shall also prepare such reports as may be required by the State Dept. of Elementary and Secondary Education and shall submit materials for the Committee’s annual report to the Town Administrator and the Selectmen of the member towns in sufficient time for printing in the annual reports of the member municipalities.

SOURCE: MASC July 2016

LEGAL REFS: M.G.L. 71:59, 72:3
File: CBD - SUPERINTENDENT'S CONTRACT

Reviewed for Policy Subcommittee 1/9/20 – KP does not have this policy. 4/22/20

The Committee, upon the appointment of a candidate to be Superintendent will enter into a written contract with the Superintendent which will meet the requirements of law and will protect the rights of both the Committee and the Superintendent. In accordance with said contract or, in the absence of specific contract language, by vote of the members, the Committee may choose to negotiate a successor contract with an incumbent Superintendent.

SOURCE: MASC July 2016

LEGAL REFS.: M.G.L. 71:41; 71:42

NOTE: Under the laws of the Commonwealth, the School Committee may award a contract to a Superintendent of schools for a period not to exceed six years.
File: CBI - EVALUATION OF THE SUPERINTENDENT

Reviewed for Policy Subcommittee 050429

Evaluation can serve the purpose of helping educators and educational leaders continually improve their practices.

Through evaluation of the Superintendent, the King Philip Regional School Committee will strive to accomplish the following:

1. Clarify for the Superintendent his/her role in the district as seen by the Committee. Ensure the efforts of the Superintendent are focused on the district goals and that the standards of professional practice established by state regulation are met by the Superintendent.

2. Clarify for all Committee members the role of the Superintendent in light of his/her job description and the immediate priorities among the responsibilities as agreed upon by the Committee and the Superintendent. Ensure all Committee members and the Superintendent are in agreement and clear on the role of the Superintendent and the immediate priorities among the Superintendent’s responsibilities.

3. Develop harmonious working relationships between the Regional School Committee and Superintendent. Provide excellence in administrative leadership of the school district.

4. Provide administrative leadership of excellence for the school district. Develop a respectful and productive working relationship between the School Committee and Superintendent.

The Regional School Committee and Superintendent will annually-periodically develop with the Superintendent a set of performance objectives based on the needs of the school district and in keeping with state regulations for evaluation of the Superintendent. The Superintendent’s performance will be reviewed annually in accordance with these specified goals and standards. Additional objectives will be established at intervals agreed upon with the Superintendent.

All School Committee discussion and deliberation related to the Superintendent’s performance evaluation shall be conducted in open session in accordance with the open meeting law.

SOURCE: MASC July 2016

LEGAL REF: M.G.L. 30A:18-25
603 CMR 35.00
Reviewed for Policy Subcommittee 1/9/2020 – KP does not have this policy - 050420

The School Committee expects the Superintendent to establish clear understandings on the part of all personnel of the working relationships in the school district.

Personnel will be expected to refer matters requiring administrative action to the administrator to whom they are responsible. The administrator will refer such matters to the next higher administrative authority when necessary.

It is expected that the established lines of authority will serve most purposes. But all personnel will have the right to appeal any decision made by an administrative officer through established grievance procedures.

Additionally, lines of authority do not restrict in any way the cooperative, sensible working together of all staff members at all levels in order to develop the best possible school programs and services. The established lines of authority represent direction of authority and responsibility; when the staff is working together, the lines represent avenues for a two-way flow of ideas to improve the program and operations of the school district.

SOURCE: MASC
The Superintendent may establish such permanent or temporary councils, cabinets and committees as they deem necessary for assuring staff participation in decision making, for implementing policies and procedures and for the improvement of the educational program.

Functioning in an advisory capacity, all councils, cabinets and committees created by the Superintendent may make recommendations for submission to the School Committee through the Superintendent. Such groups will exercise no inherent authority. Authority for establishing policy remains with the Committee and authority for implementing policy remains with the Superintendent.

The membership, composition and responsibilities of administrative councils, cabinets and committees will be defined by the Superintendent and may be changed at their discretion. However, the School Committee wishes to be kept informed of the establishment and dissolution of these groups as well as their membership and their purpose.

Expenses incurred by such groups for consultative services, materials, and any investigative travel will be paid by the school district, but only within budgetary allotments and when approved in advance by the Superintendent.

SOURCE: MASC July 2016
The Superintendent has responsibility for carrying out, through regulations and procedures, the policies established by the King Philip Regional School Committee.

The policies developed by the King Philip Regional School Committee and the regulations and procedures developed to implement policy are designed to increase the effectiveness and efficiency of the school system. Consequently, it is expected that all school district employees and students will carry them out.

The administration is responsible for informing staff members in their schools, departments, or divisions of existing policies, regulations and procedures and for seeing that they are implemented in the spirit intended.

SOURCE: MASC July 2016

Note: This Policy is one of a coordinated set of policies relating to Policy Implementation adopted by a Massachusetts School Committee. Other statements cover Development of Procedures (code CHA) and Procedures Dissemination (code CHC). However, a policy related to these two subcategories could be included in the more general code CH, Policy Implementation.
The Superintendent will be responsible for specifying required actions and designing the detailed arrangements under which the school district will be operated in accordance with School Committee policy. These detailed arrangements will be designed to implement policies, goals, and objectives of the Committee and will be one of the means by which the school district will be governed.

In the development of regulations and procedures, the Superintendent may involve, at the planning stage, those who would be affected by the regulations and procedures, including staff members, students, parents/guardians, and the public. He/she/The Superintendent/They must weigh with care the counsel given by representatives of staff, student and community organizations. The Superintendent will inform the Committee of such counsel in presenting pertinent reports of regulations and procedures and in presenting them procedures for Committee approval.

As long as the Superintendent operates within the guidelines of policy adopted by the Committee, he/she/the Superintendent/they may issue regulations and procedures without prior Committee approval unless Committee action is required by law, or the Committee has specifically asked that certain types of regulations and procedures be given Committee approval, or the Superintendent recommends Committee approval in light of strong community attitudes or probable staff reactions.

SOURCE: MASC July 2016
It will be the responsibility of the Superintendent to see that the regulations-procedures developed to implement Committee policies and administer the school system-district are appropriately coded and included as regulations-procedures in the School Committee's policy manual.

A regulation-procedure concerning a particular group or groups in the schools will be distributed to the group(s) prior to the effective date of the regulation-procedure.

SOURCE: MASC July 2016
Reviewed for Policy Subcommittee 050420

The law directs that in each school building containing grades seven to twelve, inclusive, the Principal, in consultation with the school council, shall prepare and distribute to each student a handbook setting forth the rules pertaining to conduct of students. The school council shall review the handbook each spring to consider changes in the disciplinary policy to take effect in September.

It is essential that the contents of all handbooks conform to King Philip Regional School Committee policies. It is also important that all handbooks bearing the name of the school district or one of its schools be of a quality that reflects credit on the school district department. Therefore, the Committee expects all handbooks requiring to be approved prior to publication by the Committee and/or the Superintendent.

Committee approval will be necessary for Middle School and High School—any handbooks that pertain to required standards of conduct for employees or students so that their contents may be accorded the status of Committee-approved policy or regulation. The Superintendent will use their judgment as to whether other specific handbooks need Committee approval; however, all handbooks published will be made available to the Committee for informational purposes prior to publication.

SOURCE: MASC

LEGAL REF.: M.G.L. 71:37H
Notwithstanding any general or special law to the contrary all student handbooks shall contain the following provisions:

1. Any student who is found on school premises or at school-sponsored or school related events, including athletic games, in possession of a dangerous weapon or a controlled substance, may be subject to expulsion from school by the Principal.

2. Any student who assaults any employee of the School District may be subject to expulsion from school by the Principal.

3. Any student who is charged with a violation of either (1) or (2) above shall be notified in writing of their opportunity for a hearing, provided, however that the student may have representation, along with the opportunity to present evidence and witnesses at said hearing before the Principal. After said hearing the Principal may decide to suspend rather than expel a student.

4. Any student who has been expelled shall have the right to appeal to the Superintendent.

5. When a student is expelled under the provisions listed above and applies for admission to another school for acceptance, the Superintendent of the sending school shall notify the Superintendent of the receiving school of the reasons for the pupil's expulsion.

SOURCE: MASC

LEGAL REFS.: M.G.L. 71:37H
Reviewed for Policy Subcommittee 050420 — no changes were made by the Policy Subcommittee

When action must be taken within the school district where the King Philip Regional School Committee has provided no guidelines for administrative action, the Superintendent will have the power to act. The Superintendent’s decisions, however, will be subject to review by the Committee. The Superintendent will notify the Committee when such action was necessary and when the need for new policy arises.
The School Committee will require reports from the Superintendent concerning conditions of efficiency and needs of the schools.

School building administrators will be required to keep such records and make reports as the Superintendent may direct or require.

Upon receipt of the Superintendent's reports, the Committee will take steps to appraise the effectiveness with which the schools are achieving the educational purposes of the school district.

Because statistical information often has a time value, each administrator will give careful consideration to all procedures related to reports, accounting, and general business matters that are required for the administration of the school program and will make accurate and prompt return on scheduled dates of all required statistical and other information.

SOURCE: MASC
An annual report covering the diversified activities of the school system and the administration's recommendations for their improvement will be prepared by the Superintendent and presented to the King Phillip Regional School Committee. Upon Committee approval, the report shall be submitted to each member community and will be made available to the public and used as one means for informing parents, guardians, citizens, Commissioner of Education and others of the pro-gramps and conditions of the District's town's public schools.

Established by law and Committee policy

LEGAL REF.: M.G.L. 72:4

M.G.L. 71:16(k)

NOTE: A different report is required of regional school districts. Thus the content of a policy in this category would have to be changed and a citation to M.G.L. 71:16 (K) substituted for 72:4.

REGIONAL SCHOOL DISTRICT ANNUAL REPORT

An annual report covering the diversified activities of the school district and the administration's recommendations for their improvement will be prepared by the Superintendent and presented to the King Philip Regional School Committee. Upon Committee approval, the report shall be submitted to each member community and will be made available to the public and used as one means for informing parents, guardians, and citizens, the Commissioner of Education, and others of the programs and conditions of the District's schools. Said report shall contain a detailed financial statement, a statement showing the method which computes the annual charges against each town, and any other information regarding the operation of the School District as may be necessary.

Established by law and Committee policy

SOURCE: MASC

LEGAL REF.: M.G.L. 72:4

M.G.L. 71:16(k)