

## **ADMINISTRATION GOALS**

It is the intent of the School Committee to employ enough qualified personnel to administer the school system efficiently, and to require the Superintendent to organize the administration in a manner which will make clear the functions of each position and the relationships among them.

The Superintendent shall establish clear lines of communication, both vertically and horizontally, and shall 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 shall be given particular, clear-cut responsibilities. Channels shall 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 School Committee.

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

In order that the schools may operate effectively with good morale and participation by their personnel, each administrative officer shall be responsible and accountable for making a plan of development for all staff assigned to his/her area of operation.