

**Policy Title: 4.2. Board Job Description Monitoring Report**  
**Prepared by Jen Stanley and Sarah LaPerle**

**Specific job outputs of the Board, as an informed agent of the ownership, are those that ensure appropriate organizational performance.**

**Interpretation:** We interpret “as an informed agent of the ownership” to mean that the Board is acting on behalf of the owners – the community of the five-town area. We interpret “Specific job outputs of the Board are those that ensure appropriate organizational performance” to mean that a key product of board work is making sure that the organization is meeting expected performance.

**Accordingly, the Board has direct responsibility to create:**

**1. The linkage between the ownership and the operational organization.**

**Interpretation:** A key responsibility of the board is to build connections between the community and the schools.

**Conclusion: I report compliance.** The Board has been actively discussing how to engage with the community. With the unification into one school district for our five-towns, the unified Board is placing even more attention on this topic. The Board has formed a Community Engagement sub-committee that meets monthly and sees active participation by community members. This Board, through this Committee, is embarking on a significant community engagement initiative for the coming year. The Board has also been placing increased focus on sharing information with our community to help community members be informed about board work.

**2. Written governing policies that realistically address the broadest levels of all organizational decisions and situations.**

- a. **Ends: organizational products, impacts, benefits, outcomes, recipients, and their relative worth (what good for which recipients at what cost)**
- b. **Executive limitations: Constraints on executive authority that established the prudence and ethics boundaries within which all executive activity and decisions must take place.**
- c. **Governance process: specification of how the Board conceives, carries out, and monitors its own work.**

**d. Board-Management delegation: how power is delegated and its proper use; the Superintendent's role, authority, and accountability.**

**Interpretation:** We interpret this to mean that the Board will establish written policies addressing each of the four key areas described.

**Conclusion: I report compliance.** The Board policies include each of these four areas. The MAUSD Board adopted the same policies as the previous five-town Boards when it took over responsibility for running the five-town schools. The Board reviews policy language regularly as part of its annual policy monitoring so language can be updated if appropriate.

**3. Assurance of successful organizational performance on Ends and Executive Limitations.**

**Interpretation:** We interpret this to mean that the Board is responsible to determine whether the organization is meeting the targets defined through the Ends and Executive Limitations policies.

**Conclusion: I report compliance.** The Board monitors the Ends and Executive Limitations policies on an annual basis, following the Board's Annual work plan. The Superintendent submits monitoring reports for each policy, and the Board reviews the reports and provides feedback.

**In addition, the Board has retained the non-governing role of negotiating union contracts.**

**Interpretation:** We interpret this to mean that the Board has not delegated responsibility for contract negotiations and will continue to handle this responsibility.

**Conclusion: I report compliance.** Board members make up the Bargaining Council. They collaborate with the Administration on contract negotiations. The Board has invested in the Critical Issues Bargaining model and members took time to participate in training. This Bargaining Model is a collaborative approach that allows for information sharing with staff and administration, and this in turn allows Board Members another avenue to hear from another group of stakeholders to understand their values. The Board is responsible for ratifying the contract once negotiated, and approves any changes or side agreements needed.

**MAUSD Board Monitoring Report**  
**Policy Number: (A4.2)**  
**Policy Title: Board Job Description**  
**Month and year: February 2019**

**OFFICIAL BOARD OF EDUCATION RESPONSE**

**Comments/Questions:**

**Based upon the information provided, does the Board find that:**

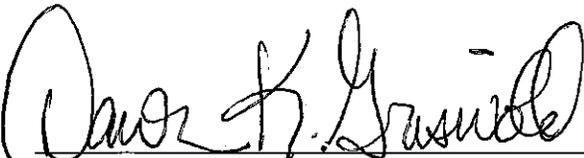
**...the Board's interpretation is reasonable?**

Yes  No

**... data demonstrates accomplishment of this interpretation?**

Yes  No

**If not, what other evidence does the Board request?**

  
Board Chair Signature

2/24/19  
Date