

ADMINISTRATION GOALS

It is the intent of the Mansfield School Committee that the District employ 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, with the overarching goal of creating an environment in which students learn most effectively.

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 the Mansfield School Committee.

The organization and administration of the schools will balance responsibility with commensurate authority, subject to the reserved legal powers of the Mansfield 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 and will be accountable for the effectiveness with which the administrative assignment is carried out.

For the schools to operate effectively, each administrator will be responsible and accountable for making a plan of development for all staff assigned to his/her area of operation. The School Committee will approve job descriptions for each position, and the Superintendent will cause an evaluation to occur for each employee.

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SOURCE: MASC

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