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ADMINISTRATION GOALS

The division superintendent is responsible for the direction, leadership, and coordination of students and staff in their efforts to reach educational goals adopted by the School Board. Administration of the schools must be based upon positive human relationships in order to serve as the keystone to the effective operation of the entire educational system. Without such a base, the school system will lack that uniting force which makes everybody in the organization feel important regardless of the tasks or duties which he or she is discharging, be they professional or support services.

The School Board expects the division superintendent to provide leadership in:

1. The processes of decision-making and communication.
2. Planning, organizing, implementing, and evaluating educational programs.
3. The development and maintenance of close working relationships and channels of communication within the school system and community.
4. The coordination of various processes of communication within the school system and the community so as to enable people to do the things together for education that they might never be able to do separately.
5. The promotion of understanding and development of cooperation toward attaining the educational goals adopted by the board.

Adopted: December 18, 2000

Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-253.13:7, 22.1-70, 22.1-78.

QUALIFICATIONS AND DUTIES FOR THE SUPERINTENDENT

I. QUALIFICATIONS

1. The candidate for superintendent shall meet the qualifications as set forth in State Board of Education Regulations Governing Licensure of School Personnel.
2. Preference shall be given to those applicants whose experience and education demonstrate a balance between instruction and business administration.
3. Eligibility shall be limited to individuals whose records indicate they possess the following attributes:
 - a. Good character
 - b. Management talent
 - c. Leadership
 - d. Knowledge of school law
 - e. Understanding of special education
 - f. Outstanding ability in career and technical and academic education

The position of superintendent is a performance-based position with remuneration directly dependent on the achievement of the performance goals and standards established by the School Board and the School Board's evaluation of the superintendent.

II. MAJOR DUTIES

1. Serves as chief executive officer of the School Board.
 - A. Implements policies of the School Board.
 - B. Reports to the School Board about the status of programs, personnel and operations of the schools.
 - C. Recommends actions to the School Board.
 - D. Communicates as liaison between the School Board and school personnel.
 - E. Assists the chairman in developing and distributing notices and agenda of meetings of the School Board.
2. Acts as the educational leader of the schools.
 - A. Supervises the principals and assistant superintendents.
 - B. Oversees planning and evaluation of curriculum and instruction.

- C. Develops for approval by the School Board procedures for adopting textbooks and other instruction materials.
 - D. Visits schools on a regular basis.
 - E. Maintains a current knowledge of developments in curriculum and instruction.
3. Enforces school laws and regulations.
- A. Observes such directions and regulations as the Superintendent of Public Instruction or Board of Education may prescribe.
 - B. Makes reports to the Superintendent of Public Instruction whenever required.
 - C. Distributes promptly all reports, forms, laws and regulations which may be received from the Superintendent of Public Instruction.
 - D. Enforces school laws, regulations and decisions of the Superintendent of Public Instruction and of the Board of Education.
 - E. Prepares and maintains administrative procedures, guidelines and regulations to be used to implement School Board policy. If Board action is required by law or the Board has specifically asked that certain types of regulations be given prior Board approval, these regulations and guidelines shall be placed in the School Board manual. The administrative procedures, guidelines and regulations shall be discussed with the staff and made available for their information.
4. Oversees staff personnel management.
- A. Organizes recruitment of personnel.
 - B. Reassigns personnel to schools and offices.
 - C. Insures administration of personnel policies and programs.
 - D. Supervises evaluation of personnel.
 - E. Provides for maintenance of up-to-date job descriptions for all personnel.

5. Oversees facility management.
 - A. Prepares long and short-range plans for facilities and sites.
 - B. Insures the maintenance of school property and safety of personnel and property.
 - C. Inspects school property on a regular basis.
 - D. Approves the utilization of school property.
 - E. Monitors any construction, renovation and demolition of school facilities.
 - F. Represents the schools before local or state agencies which control building requirements or provide financing for buildings.
 - G. Condemns school buildings as provided by law when such school buildings are not safe and may endanger the health of pupils.

6. Oversees financial management.
 - A. Prepares budget for School Board approval.
 - B. Insures that expenditures are within the limits approved by the School Board.
 - C. Reports to the School Board on financial condition of the schools.
 - D. Establishes procedures for procurement of equipment and supplies.

7. Directs community relations activities.
 - A. Articulates educational programs and needs to the community.
 - B. Responds to concerns expressed in the community.
 - C. Maintains contact with the news media.
 - D. Participates in community affairs.
 - E. Involves the community in planning and problem solving for the schools.

8. Oversees pupil personnel services.
 - A. Monitors pupil personnel services.

- B. Insures adequate pupil record system.
- C. Implements policies and programs relating to behavior and discipline of pupils.
- D. Maintains programs for health and safety of pupils.
- E. Communicates as liaison between schools and community social agencies.

Adopted: November 12, 2001

Legal Ref.: Constitution of Virginia, article VIII, section 5c; Code of Virginia, 1950, as amended, sections 22.1-58 through 22.1-70,22.1-136;

8 VAC 20-21-590.

APPOINTMENT AND TERM OF THE DIVISION SUPERINTENDENT

The School Board will appoint the division superintendent and determine the term of employment as set forth in State law.

If the School Board fails to appoint a division superintendent within 180 days of a vacancy, the Virginia Board of Education will appoint a superintendent for the division. If the School Board has not appointed a superintendent within 120 days of a vacancy, it will submit a written report to the Superintendent of Public Instruction demonstrating its efforts to make an appointment and containing a status report with a timeline for making the appointment prior to the 180-day deadline. If the School Board does not appoint a superintendent within 180 days of a vacancy, it will immediately notify the Virginia Board of Education, in writing, of its failure to do so. Within 30 days of the 180th day after the vacancy occurs, the School Board will submit, in writing, its preferred candidate(s), not to exceed three, for the position. The Virginia Board of Education may consider these candidates and other eligible individuals. The Virginia Board of Education may authorize the State Superintendent of Public Instruction to conduct the search for a division superintendent.

Adopted: August 14, 2006

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-60, 22.1-61.

8 VAC 20-21-590.

8 VAC 20-390-10.

Procedures for Appointment of a School Division Superintendent by the Virginia Board of Education (adopted by the Virginia Board of Education March 22, 2006) (available at http://www.pen.k12.va.us/VDOE/VA_Board/Meetings/2006/mar22min.pdf).

DISCLOSURE STATEMENT REQUIRED OF SUPERINTENDENT

The division superintendent shall, as a condition to assuming employment, file a disclosure statement of his or her personal interests and other information as is specified on the form set forth in Code of Virginia § 2.2-3117. Such form must be provided to the clerk of the Northumberland County School Board. After the initial disclosure, the division superintendent must file this statement annually on or before January 15.

Adopted: April 22, 2002

Legal Ref.: Code of Virginia, 1950, as amended, sections 2.2-3115, 2.2-3117.

SUPERINTENDENT'S COMPENSATION AND BENEFITS

The superintendent's contract shall be negotiated from time to time as provided by State law and School Board policy. The contract shall set forth the superintendent's compensation and benefit package.

The board shall not renegotiate a superintendent's contract during the period following the election or appointment of new members and the date such members are qualified and assume office.

When the superintendent's contract is being renegotiated, each member of the school board will be notified at least 30 days in advance of any meeting at which a vote is planned on the renegotiated contracts unless the members agree unanimously to take the vote without the 30 days notice. Each member's vote on the renegotiated contract will be recorded in the minutes of the meeting.

Adopted: September 8, 2003

Legal Ref.: Code of Virginia, 1950, as amended, section 22.1-60, 22.1-67.

EVALUATION OF THE SUPERINTENDENT

It is the responsibility of the School Board to maintain and improve the quality of administration and instruction. One of the primary methods used in carrying out this responsibility is to work with the superintendent in improving his or her effectiveness.

Annually, the superintendent will provide to the School Board a work plan designed to implement the goals set for the division by the School Board. The School Board shall evaluate the superintendent annually. The School Board shall develop the instrument to evaluate the superintendent after consulting (1) the uniform performance standards and criteria developed by the Board of Education and (2) the superintendent. Informal evaluations may also take place as the Board deems appropriate, provided that specific criteria for such appraisals be communicated to the superintendent.

Each board member will be involved in assessing the superintendent's job performance on a continuing basis and by completing the annual evaluation instrument. Upon conclusion of the annual performance appraisal, the evaluation will be reviewed with the superintendent by the Board or its designees.

Adopted: July 12, 2004

Legal Ref.: Code of Virginia, 1950, as amended, § 22.1-60.1.

Board of Education Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators and Superintendents (Attached to Superintendent's Memo No. 100 May 19, 2000).

ADMINISTRATIVE ORGANIZATION PLAN

The authority of the School Board is transmitted through the superintendent along specific channels from person to person as shown in the Board approved organizational chart of the division.

The superintendent shall conduct an annual review and evaluation of the staff organization of Northumberland County Schools. Any revisions must be approved by the School Board.

Adopted: December 18, 2000

Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-70, 22.1-78.

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NORTHUMBERLAND COUNTY SCHOOLS

INSERT ORGANIZATIONAL CHART HERE (CC-R)

SCHOOL BUILDING ADMINISTRATION

The principal is the chief executive of the school.

The principal, under the direction of the superintendent, or his/her designee, is charged with the administration, supervision, and operation of the individual school program. It is the principal's responsibility to see that the school functions within the framework of regulations of the superintendent, the policies of the School Board and the State Board of Education. The principal is expected to provide leadership to the staff and assists in interpreting the educational program in the community. The principal shall respond to concerns expressed by parents and involve the community in planning and problem solving for the school where appropriate. The principal must have successfully served as a teacher; have demonstrated administrative ability; and satisfied the educational requirements for the position.

The principal prepares budget requests indicating needs for the school, and controls and expends funds allocated to the school. The principal implements the severe weather and disaster plans upon notification by the superintendent or his/her designee.

Adopted: December 9, 2002

Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-78, 22.1-293.

POLICY IMPLEMENTATION

Development of Regulations

The superintendent is authorized to promulgate such regulations as may be necessary to carry out the policies adopted by the School Board. If Board action is required by law or the Board has specifically asked that certain types of regulations be given prior Board approval, these regulations shall be forwarded to the Board for action. The superintendent shall forward copies of the regulations to School Board members and shall see that the regulations are placed in the School Board Policy Manual.

Dissemination of Regulations

Administrators and supervisors will be responsible for informing staff members of all newly adopted policies.

Adopted: December 18, 2000

Legal Ref.: Code of Virginia, 1950, as amended, section 22.1-78.

Cross Ref.: BF Board Policy Manual

ADMINISTRATION IN POLICY ABSENCE

In cases where action must be taken by the school division and the School Board has provided no guidelines for administrative action, the superintendent shall have the power to act, but his decisions shall be subject to review by the School Board at its next regular meeting. It shall be the duty of the superintendent to inform the School Board promptly of such action and of the need for policy.

Adopted: December 18, 2000

Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-70, 22.1-78;

Banks v. Sellers, 224 VA. 168, 294 S.E. 2nd 862 (1982).

ADMINISTRATIVE REPORTS

The School Board shall require reports from its superintendent concerning conditions and needs of the schools.

The superintendent shall complete and submit all reports required by law and by the State Department of Education.

In accordance with State Law, or as the superintendent deems necessary, reports shall be submitted to the School Board to keep members informed about the needs and conditions of the schools or school division.

Special reports shall be prepared by the superintendent at the request of the Board.

Adopted: December 18, 2000

Legal Refs.: Code of Virginia, 1950, as amended, sections 22.1-68, 22.1-70, 22.1-78, 22.1-81.

REPORTING ACTS OF VIOLENCE AND SUBSTANCE ABUSE

I. Acts Reported to the Principal

- A. Except as may otherwise be required by federal law, regulation, or jurisprudence, reports shall be made to division superintendent and to the principal (or designee) on all incidents involving the:
- (i) assault, or assault and battery, without bodily injury of any person on a school bus, on school property, or at a school-sponsored activity;
 - (ii) the assault and battery which results in bodily injury, sexual assault, death, shooting, stabbing, cutting, or wounding of any person, or stalking of any person as described in Va. Code § 18.2-60.3, on a school property, or at a school-sponsored activity;
 - (iii) any conduct involving alcohol, marijuana, a controlled substance, imitation controlled substance or an anabolic steroid on a school bus, on school property, or at a school-sponsored activity, including the theft or attempted theft of student prescription medications;
 - (iv) any threats against school personnel while on a school bus, on school property or at a school-sponsored activity;
 - (v) the illegal carrying of a firearm, as defined in VA. Code § 22.1-277.07, onto school property;
 - (vi) any illegal conduct involving firebombs, explosive materials or devices, or hoax explosive devices as defined in Va. Code § 18.2-85, or explosives or incendiary devices, as defined in Va. Code § 18.2-433.1, or chemical bombs as described in Va. Code § 18.2-87.1, on a school bus, on school property or at a school sponsored activity;
 - (vii) any threats or false threats to bomb, as described in Va. Code § 18.2-83, made against school personnel or involving school property or school buses; and
 - (viii) the arrest of any student for an incident occurring on a school bus, on school property, or at a school sponsored activity, including the charge therefore; and
 - (ix) any illegal possession of weapons, alcohol, drugs, or tobacco products.

The principal of each school shall collect and maintain information on the above listed acts which occur on school property, on a school bus, or at a school sponsored activity.

- B. The division superintendent and the principal or his designee shall receive reports from local law enforcement authorities on offenses, wherever committed, by students enrolled at the school if the offense would be a felony if committed by an adult or would be a violation of Va. Code § 54.1-3400 et seq. and occurred on a school bus, on school property, or at a school-sponsored activity, or would be an adult misdemeanor involving any incidents described in clauses (i) through (viii) of subsection A and whether the student is released to the custody of his parent or, if 18 years of age or more, is released on bond. When the division superintendent receives notification that a juvenile has committed an act that would be a crime if committed by an adult pursuant to subsection G of Va. Code § 16.1-260, the superintendent will report such information to the

principal of the school in which the juvenile is enrolled.

II. Reporting Duties of the Principal and Superintendent

The principal or designee shall report all incidents required to be reported pursuant to section I of this policy to the superintendent. The superintendent shall annually report all such incidents to the Department of Education and shall make such information available to the public.

In submitting reports of such incidents, principals and division superintendents will accurately indicate any offenses, arrests, or charges as recorded by law-enforcement authorities and required to be reported by such authorities pursuant to subsection I.B. of this policy.

Except as may otherwise be required by federal law, regulation, or jurisprudence, the principal shall immediately report to local law-enforcement officials any of the acts listed in clauses (ii) through (vii) of subsection I.A. of this policy which may constitute a criminal offense and may report to the local law enforcement agency any incident described in clause (i) of subsection I.A.

In addition, except as may be prohibited by federal law, regulation, or jurisprudence, the principal will also immediately report any act enumerated in clauses (ii) through (v) of subsection A of this policy that may constitute a criminal offense to the parent of any minor student who is the specific object of such act. Further, the principal will report that the incident has been reported to local law enforcement as required by law and that the parents may contact local law enforcement for further information, if they so desire.

The principal or his/her designee shall notify the parent of any student involved in an incident required to be reported pursuant to this policy, regardless of whether disciplinary action is taken against such student or the nature of the disciplinary action. Such notice shall relate to only the relevant student's involvement and shall not include information regarding other students.

III. Prevention and Intervention Activities

Whenever any student commits any reportable incident as set forth in this policy, such student shall be required to participate in such prevention and intervention activities as deemed appropriate by the superintendent or his designee. Prevention and intervention activities shall be identified in the local school division's drug and violence prevention plans developed pursuant to the federal Improving America's Schools Act of 1994 (Title IV—Safe and Drug-Free Schools and Communities Act).

The School Board may develop and use a network of volunteer services implementing prevention activities.

IV. Purpose

The purpose of reporting acts of violence and substance abuse shall be to develop a program of prevention activities to provide a safe environment conducive to learning.

Adopted: August 14, 2006

Legal Refs.: Code of Virginia, 1950, as amended, §§ 8.01-47, 18.2-371.2, and 22.1-279.3:1.

8 VAC 20-560-10.

SCHOOL DIVISION ANNUAL REPORT

The School Board, with the assistance of the superintendent, shall make a report on or before September 15 of each year covering the work of the schools for the year ending June 30, to the State Board of Education on forms supplied by the Superintendent of Public Instruction.

Adopted: December 18, 2000

Legal Ref.: Code of Virginia, 1950, as amended, section 22.1-81.

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NORTHUMBERLAND COUNTY SCHOOLS

SCHOOL DIVISION ANNUAL REPORT CARD

I. Division Report Cards

The Northumberland County School Board will annually prepare and disseminate a division report card. The report card will contain the following information:

- information, in the aggregate, on student achievement at each proficiency level on the Standards of Learning. The information will also be disaggregated by race, ethnicity, gender, disability status, migrant status, English proficiency, and status as economically disadvantaged. Disaggregated information will not be provided if the number of students in a category is less than 10.
- information that provides a comparison between the actual achievement levels of economically disadvantaged students, students from major racial and ethnic groups, students with disabilities, and students with limited English proficiency and Virginia's annual measurable objective for each such group of students on each of the Standards of Learning.
- the percentage of students not tested (disaggregated by the same categories and subject to the same exception described in the first bullet above).
- the most recent 2-year trend in student achievement in each subject area, and for each grade level, for which Standards of Learning tests are required.
- aggregate information on any other indicators used by Virginia to determine the adequate yearly progress of students in achieving Virginia's academic achievement standards.
- graduation rates for secondary school students. The graduation rates reported will include graduation rates for public school students who graduate from secondary school with a regular diploma in the standard number of years.
- information on the performance of the division regarding making adequate yearly progress.
- the professional qualifications of teachers in the division, the percentage of such teachers teaching with emergency or provisional credentials, and the percentage of classes in the Division not taught by highly qualified teachers, in the aggregate and disaggregated by high-poverty compared to low-poverty schools which, for the purpose of this provision, means schools in the top quartile of poverty and the bottom quartile of poverty in Virginia.
- the number and percentage of schools identified for school improvement.
- the length of time that schools identified for improvement have been so identified.
- information showing how students served by the division achieved on the Standards of Learning test compared to students in the state as a whole.

The report card will also show, for each school in the division, whether the school has been identified for school improvement under the No Child Left Behind Act of 2001, and information that shows how the school's students' achievement on the Standards of Learning and other indicators of adequate yearly progress compared to students in the division and the state as a whole.

The Northumberland County School Board will publicly disseminate the information in the annual report card to all schools in the division and to all parents of students attending those schools in an understandable and uniform format. To the extent practicable, the information will be provided in a language that the parents can understand. The Board will also make the information widely available through public means such as posting on the Internet, distribution to the media, and distribution through public agencies.

II. School Performance Report Cards

The Northumberland School Board shall ensure that every school in the division, regardless of whether or not that school receives funds under Title I, Part A, shall provide annually to the parents and the community a School Performance Report Card containing information for the most recent three-year period. Such information shall include but not be limited to:

- SOL test scores and scores on the literacy and numeracy tests required for the Modified Standard Diploma for the school, school division, and state.
- percentage of students tested, as well as the percentage of students not tested, to include a breakout of students with disabilities and limited English proficient students.
- percentage of students who are otherwise eligible, but do not take, the SOL tests due to enrollment in an alternative, or any other program not leading to a Standard, Advanced Studies, Modified Standard, or International Baccalaureate Diploma.
- performance of students with disabilities or students with limited English proficiency on SOL tests and alternate assessments as appropriate.
- the accreditation rating awarded to the school.
- attendance rates for students.
- Information related to school safety to include, but not be limited to, incidents of physical violence (including fighting and other serious offenses), possession of firearms, and possession of other weapons.
- information related to qualifications and experience of the teaching staff including the percentage of the school's teachers endorsed in the area of their primary teaching assignment.

In addition, School Performance Report Cards for secondary schools shall include the following:

- Advanced Placement (AP) information to include percentage of students who take AP courses and percentage of those students who take AP tests.
- International Baccalaureate (IB) information to include percentage of students who are enrolled in IB programs and percentage of students who receive IB Diplomas.
- college-level course information to include percentage of students who take college-level courses.

- percentage of (i) diplomas, (ii) certificates awarded to the senior class including GED credentials, and (iii) students who do not graduate.
- percentage of students in alternative programs that do not lead to a Standard, Advanced Studies, or Modified Standard Diploma.
- percentage of students in academic year Governor's Schools. And
- percentage of drop-outs.

Adopted: April 19, 2004

Legal Ref.: 20 U.S.C. section 6311.

Virginia Board of Education Consolidated State Application Amended
Accountability Workbook (as revised September 10, 2003).

8 VAC 20-131-270.