

## SUPERINTENDENT

### **QUALIFICATIONS:**

1. Valid New Jersey Administrator Certificate or Eligibility
2. Central office, school administration and teaching experience as determined by the board
3. Demonstrated success with curriculum, personnel management, school finance and strategic planning
4. Strong leadership and communication skills
5. Required criminal history background check and proof of U.S. Citizenship or legal resident alien status

**REPORTS TO:** Board of Education

**SUPERVISES:** Every district employee

### **JOB GOAL:**

To inspire, lead, guide, and direct every member of the administrative, instructional, and support services staff in setting and achieving the highest standard of excellence, so that each student enrolled in the district may be provided with an appropriate and effective education.

### **PERFORMANCE RESPONSIBILITIES:**

Leadership and management responsibilities of the superintendent shall extend to all activities of the district, to all phases of the educational program, to all aspects of the financial operation, to all parts of the physical plant, and to the conduct of such other duties as may be assigned by the board. The superintendent may delegate these duties together with appropriate authority, but may not delegate nor relinquish ultimate responsibility for results or any portion of accountability

#### **A. Instructional Leadership**

1. Ensures that a system of thorough and efficient education, as defined in state law and code is available to all students.
2. Ensures that the goals of the school system are reflected in its educational program and operations.
3. Provides for the timely completion of annual district and school-level reporting and planning requirements including school report cards, pupil performance objectives, and a quality assurance report to the public.

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4. Reviews with staff all curriculum guides and courses of study annually in accordance with a board adopted evaluation schedule. Recommends, for board adoption, curricula, courses, textbooks and time schedules.
5. Ensures implementation and evaluation of all board-approved written curricula for all subjects and inclusion of mandated programs and state core curriculum content standards.
6. Provides for curriculum articulation among grades and schools in the district and between/among constituent districts in a regional school system or sending-receiving agreement.
7. Encourages staff to develop programs, services and projects that reflect instructional diversity, alternatives and flexibility, while assuring an articulated, consistent education for all students.
8. Ensures the effectiveness of the instructional program by measuring student achievement against state and local standards. Initiates program changes as necessary.
9. Develops guidelines and direction for monitoring the effectiveness of existing and new programs.
10. Seeks out available sources for grant funding to support programs and projects.
11. Keeps professionally current and informed on research-based educational practices.

### B. Personnel Administration:

1. Mentors staff and demands high performance. Implements sound personnel practices.
2. Directs and supervises the administrative staff and through them all district staff.
3. Develops recruitment and retention procedures to assure well-qualified applicants for professional and nonprofessional positions. Participates in final candidate interviews, as appropriate, and recommends appointment, transfer, renewal and dismissal of all certified and noncertified staff to the board.

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4. Ensures that all staff is observed and evaluated annually in accordance with law and established procedures. Recommends certified and noncertified employees for contract renewal and/or tenure appointment.
5. Provides direction and serves as a resource for management representatives in negotiating with employee bargaining units. Supervises administration of collective bargaining agreements.
6. Recommends and implements the district's professional development plan.
7. Ensures that all teaching staff members fulfill continuing professional development and receive in-service training required by state/federal laws. Assumes responsibility for the maintenance of appropriate documentation in a central file and timely submission of all required reports.

### C. Financial Management:

1. Ensures that the budget implements the district's goals.
2. Ensures implementation of board financial policies and district procedures. Provides direction to and supervision of school business functions. Encourages development and implementation of sound business practices.
3. Initiates and supervises development of the annual budget, providing opportunity for staff input. Recommends budget and budget priorities for board approval and communicates the educational and monetary impact of the budget to the community.
4. Ensures that the district develops and implements a multi-year (3-5 years) comprehensive maintenance plan.
5. Oversees school facility management to provide safe, efficient and attractive buildings, with strong emphasis on preventative maintenance and custodial care. Ensures annual inspections of each school building for adherence to health and safety codes.
6. Continually assesses business management practices to achieve efficiency.
7. Ensures funds are spent prudently by providing adequate control and accounting of the district's financial and physical resources.

### D. Student Services:

1. Ensures that a system of free appropriate special education and/or related services is available to all pupils with educational disabilities.
2. Develops and oversees the delivery of the district's intervention and referral services for pupils who are experiencing difficulties in their classes and who have not been classified as in need of special education.
3. Develops, in consultation with the school physician, a plan for the provision of school nursing services to be adopted by the board.
4. Confers annually with the administrator of each non-public school located in the district to plan for nursing services that which may be made available pursuant to law and submits an annual written report to the county superintendent.
5. Develops and implements policies and procedures related to missing children and the reporting of allegations of child abuse and neglect.
6. Implements a board-approved program of guidance and counseling services.
7. Ensures access to public education for homeless students in accordance with state and federal law and administrative code.

### E. School/Community Relations:

1. Promotes community support of the schools. Interprets district programs and services, reports plans, events and activities of interest, and solicits community opinions regarding school and education issues.
2. Presents the Quality Single Accountability Continuum (QSAC) information to community at a regular board of education meeting where appropriate and submits a copy to the county superintendent, when appropriate.
3. Identifies available community resources and linkages to social service agencies that support education and healthy child development.
4. Develops strategies to promote parental involvement in their children's education and provides opportunities for parent-teacher interaction
5. Maintains contact and good relations with local media.

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6. Ensures that district interests will be represented in meetings and activities of municipal and other governmental agencies.
7. Represents the school system and its interests in community organizations, activities and projects.

### F. Superintendent-Board Responsibilities:

1. Provides leadership in the implementation of the district's vision, mission, and goals.
2. Prepares and recommends short- and long-range plans for board approval and implements those plans when approved.
3. Attends all regular and special meetings of the board, and participates in a professional leadership role. Designates an administrative staff member to serve in his/her absence, when appropriate.
4. Knows board policy and respects the policymaking authority and responsibility of the board.
5. Recommends drafts of new policies or changes to the board. Establishes guidelines and processes for monitoring implementation of board policies.
6. Collects adequate and reliable information before making recommendations and decisions.
7. Prepares, in conjunction with the board president, agenda recommendations relative to all matters requiring board action, including all facts, information, options and reports needed to assure informed decisions. Provides advice and counsel to the board on matters before it.
8. Provides a communication system to keep the board informed of district issues and critical information needed for decision-making.
9. Anticipates potential problems. Recommends policies or courses of staff action.
10. Keeps the board informed regarding development in other districts or at state and national levels that would be helpful to the district.
11. Ensures that all local, state/federal standards for the health and safety of students and staff are maintained and that required reports are maintained.

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12. Fulfills all statutory obligations and implements the education law of the State of New Jersey and the administrative code of the New Jersey Department of Education.
13. Advised the board of its responsibilities under the School Code of Ethics Act. Ensures the adoption of policies and procedures regarding required training for board members and the annual distribution, public discussion, and documentation of the Act and the Code of Ethics for School Board Members.

### TERMS OF EMPLOYMENT:

Twelve months. Appointed for a period of 3-5 years. Serves in accordance with the terms of the contract between the board and the Superintendent. Salary to be determined by the board.

### EVALUATION:

Performance of this job will be evaluated annually by April 30 in accordance with state law, administrative code, and the board's policy on evaluation of the Superintendent.

### LEGAL REFERENCES:

|                                              |                                                                                                                           |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <u>N.J.S.A. 13:1f-19 et seq.</u>             | School Integrated Pest Management Act                                                                                     |
| <u>N.J.S.A. 18A:6-7.1</u>                    | Criminal History record; employee in regular contact with pupils; grounds for disqualification from employment; exception |
| <u>N.J.S.A. 18A:7A-10</u>                    | Evaluation of performance of each school                                                                                  |
| <u>N.J.S.A. 18A:7A-11</u>                    | Annual report of local school district; contents; annual report of commissioner; report of improvement of basic skills    |
| <u>N.J.S.A. 18A:7A-14.3</u><br>Through -14.5 | Alternate program of evaluation and monitoring                                                                            |
| <u>N.J.S.A. 18A:7E</u>                       | School report card and efficiency programs                                                                                |
| <u>N.J.S.A. 18A:7F</u>                       | Comprehensive Education Improvement and Financing Act                                                                     |
| <u>N.J.S.A. 18A:12-21</u>                    | School Ethics Act                                                                                                         |
| <u>N.J.S.A. 18A:12-24</u>                    | School officials; prohibited conduct                                                                                      |
| <u>N.J.S.A. 18A:16-1</u>                     | Officers and employees in general                                                                                         |
| <u>N.J.S.A. 18A:16-1.3</u>                   | Notification of dismissal for cause of non-tenured certificated employee                                                  |

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|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <u>N.J.S.A. 18A:16-2</u>                            | Physical examinations; requirement                                                                                                                                                                            |
| <u>N.J.S.A. 18A:17-15</u><br>Through -21            | Appointment of superintendents; terms                                                                                                                                                                         |
| <u>N.J.S.A. 18A:17-24.1</u><br>Through -24.9        | Superintendents and school business administrators shared by two or more districts; approval                                                                                                                  |
| <u>N.J.S.A. 18A:17-46</u>                           | Act of violence; report by school employee; notice of action taken; annual report                                                                                                                             |
| <u>N.J.S.A. 18A:27-4.1</u>                          | Appointment, transfer, removal, or renewal of officers and employees; exceptions                                                                                                                              |
| <u>N.J.S.A. 18A:36-24 et seq.</u>                   | Missing and abused children                                                                                                                                                                                   |
| <u>N.J.S.A. 18A:37</u>                              | Discipline of pupils                                                                                                                                                                                          |
| <u>N.J.S.A. 34:5A</u>                               | N.J. Worker and Community Right to Know Act                                                                                                                                                                   |
| <u>N.J.S.A. 52:17B-9.8a -9.8c</u><br><u>et. al.</u> | Missing child defined; marking of missing child's records; notification of requests for marked records; marking of missing child's birth certificate; notification of requests for copy of marked certificate |
| <u>N.J.A.C. 6:3-1.3</u>                             | Requirements for the code of ethics for school board members and charter school board of trustee members                                                                                                      |
| <u>N.J.A.C. 6:3-2</u>                               | Chief school administrator                                                                                                                                                                                    |
| <u>N.J.A.C. 6:3-4.1</u>                             | Supervision of instruction, observation and evaluation of non-tenured teaching staff members                                                                                                                  |
| <u>N.J.A.C. 6:3-4.3</u>                             | Evaluation of tenured teaching staff members                                                                                                                                                                  |
| <u>N.J.A.C. 6:3-6</u>                               | Pupil records                                                                                                                                                                                                 |
| <u>N.J.A.C. 6:8</u>                                 | Thorough and efficient system of free public school                                                                                                                                                           |
| <u>N.J.A.C. 6:11-9.3(a)</u>                         | Authorization                                                                                                                                                                                                 |
| <u>N.J.A.C. 6:11-9.4</u>                            | School administrator                                                                                                                                                                                          |
| <u>N.J.A.C. 6:11-12</u>                             | Commissioner's approval of acting administrators                                                                                                                                                              |
| <u>N.J.A.C. 6:11-13</u>                             | Required professional development for teachers                                                                                                                                                                |
| <u>N.J.A.C. 6:11-14</u>                             | Requirements for mentoring novice teachers                                                                                                                                                                    |
| <u>N.J.A.C. 6:23</u>                                | Educational facilities; long range facilities plan                                                                                                                                                            |
| <u>N.J.A.C. 6:23A</u>                               | Educational facilities; capital project review                                                                                                                                                                |
| <u>N.J.A.C. 6A:5</u>                                | Regulatory equivalency and waiver                                                                                                                                                                             |
| <u>N.J.A.C. 6A:7</u>                                | Managing for equality and equity in education                                                                                                                                                                 |
| <u>N.J.A.C. 6A:8</u>                                | Standards and assessment                                                                                                                                                                                      |
| <u>N.J.A.C. 6A:14</u>                               | Special education                                                                                                                                                                                             |
| <u>N.J.A.C. 6A:15</u>                               | Bilingual education                                                                                                                                                                                           |
| <u>N.J.A.C. 6A:16</u>                               | Programs to support student development                                                                                                                                                                       |
| <u>N.J.A.C. 6A:17</u>                               | Students at risk of not receiving a public education                                                                                                                                                          |
| <u>N.J.A.C. 6A:23</u>                               | Finance and business services                                                                                                                                                                                 |
| <u>N.J.A.C. 6A:24*</u>                              | Urban education reform in the Abbott districts                                                                                                                                                                |
| <u>N.J.A.C. 6A:26</u>                               | Educational facilities                                                                                                                                                                                        |
| <u>N.J.A.C. 6A:27</u>                               | Transportation                                                                                                                                                                                                |
| <u>N.J.A.C. 6A:28</u>                               | School operations                                                                                                                                                                                             |

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N.J.A.C. 6A:30 Evaluation of the performance of school districts  
N.J.A.C. 8:59-11.1 et seq. N.J. Worker and Community Right to Know Act  
N.J.A.C. 12:100-4.2 Adoption by reference

Americans with Disabilities Act (ADA), 42 U.S.C. 12101 et seq.

Bloodborne Pathogen Standard, 29 CFR 1910.1030

20 U.S.C. 1400 et seq., Individuals with Disabilities Education Act (IDEA), reauthorized 1997, P.L. 105-17 (formerly the Education for All Handicapped Act)

Manual for the Evaluation of Local School Districts (Revised September 2002)

No Child Left Behind Act of 2001, P.L. 107-110, 20 U.S.C.A. 6301 et seq.

Occupational Exposure to Hazardous Chemicals in Laboratories Standard, 29 CFR 1910.1450

\*Applies to Abbott districts only