



Title: **GP 4.3 -- Board Job Description**

Code: 4.03

Section: 4. GPs -- Governance Process

---

On behalf of the Citizens of Academy District 20, the Board of Directors assumes direct responsibility for defining and ensuring appropriate organizational performance.

Specifically, the Board of Education's unique job, as distinguished from the jobs of the Superintendent and staff, results in the following:

1. In order to ensure an accurate reflection of the District citizens' values, the Board will ensure effective connection with the constituency of Academy School District 20, including citizens, parents, students, and staff through:
  - A. Linkage meetings – proactive and constructive community dialogue to focus on, but not limited to, the Board's Ends policies
    - i. to understand community values, concerns, and opinions
    - ii. to solicit stakeholder input in the Board's decision-making process
    - iii. to communicate the Board's values, direction, and policies
    - iv. to communicate ramifications of potential local, state and national statutes;
  - B. "Adoption" of individual schools by individual Board members on an annual basis;
  - C. Advocacy on behalf of the District 20 constituency in support of district interests, initiatives, and practices, in the local community and at the state and national levels;
  - D. Recognition and celebration of student, staff, and district successes and accomplishments;
  - E. Publications, either written, electronic, or otherwise, that demonstrate organizational performance.
2. Written governing policies that, at the broadest levels, address:
  - A. Ends: Organizational impacts, benefits, and outcomes for students – "How will students be different because of the district's work?";
  - B. Executive Limitations: Constraints on executive authority that establish the practical, ethical, and legal boundaries within which all staff activity and decision-making will take place;
  - C. Governance Process: Specifications of how the Board of Education will conceive, carry out, and monitor its own work;

- D. Board/Superintendent Relationship: Defines the authority delegated to the Superintendent and the process for monitoring organizational and Superintendent performance.
- 3. The assurance of excellent organizational performance through:
  - A. Periodic review and evaluation of the Board’s performance through monitoring Governance Process and Board/Superintendent Relationship policies on a regular basis;
  - B. A system of fair evaluation of the Superintendent’s performance based on:
    - i. the accomplishment of reasonable progress toward the fulfillment of Board Ends policies, based on agreed-upon indicators and a body of evidence
    - ii. compliance with Board Executive Limitations policies
  - C. A system to regularly evaluate the adequacy of Board policies, to include deletions, revisions, and additions as needed;
  - D. Selection and appointment of an external financial auditor to report the financial condition of the district to the Board by December 1 of each year.
- 4. The accomplishment of other state-mandated duties specified by Colorado State statutes as required.
- 5. The establishment of District accreditation standards and graduation requirements.
- 6. The setting of the District’s legislative agenda, determining public policy effects to be achieved, and/or positions to be endorsed.

**LEGAL REFS.:**

C.R.S. §22-32-109 (*Board of Education duties*)

Date Adopted/Last Revised: February 5, 2009, August 7, 2014

Adopted: **February 05, 2009**

Last Revised: **August 07, 2014**

Last Reviewed: **August 14, 2025**

---