

**What the Joint Committee of Union 93 May Expect of the Superintendent of Schools of Union 93**

The Joint School Committee may expect the Superintendent of Schools to:

1. Exercise efficiency and economy in the operation of the schools of the Union.
2. Provide the Joint Committee with adequate information and data which will lead to the solution of problems.
3. Adhere to the highest standard of professional conduct. Be forthright and honest
  - a. in making recommendations;
  - b. in relationships with Committee members;
  - c. in giving and receiving suggestions and criticisms;
  - d. in carrying out the Rules and Regulations of the Committee;
  - e. in admitting mistakes;
  - f. in dealing with the entire staff.
4. Become familiar with the communities and their social and psychological background as well as their geographical aspects.
5. Share the problems of the schools with the communities, and learn what the communities expect of their schools.
6. Supply the communities with continuous and honest information concerning their schools.
7. Become familiar with and respect community standards.
8. Treat all employees as human beings by respecting the dignity of each individual whether teacher, supervisor, secretary or custodian, regardless of circumstances of birth or origin.
9. Develop a democratically evolved educational program involving Committee members, laymen, and professional staff which shall be enriched and made effective by means of adequate buildings, extensive library facilities, integrated instructional materials.
10. Keep informed on the educational progress of other districts.
11. Put the welfare of pupils above all other considerations and make every possible effort to advance that welfare.
12. Respect the authority of the Joint Committee in exercising its legislative function.
13. Enhance the dignity and prestige of the Joint Committee to the end that it becomes recognized as the highest civic honor.

14. Keep confidential matters inviolate.
15. Avoid unhealthy criticism of personnel.
16. Stay away from involvement in campaigns for election to the Joint Committee.
17. Recommend certificated and non-certificated personnel to positions based on merit only.
18. Avoid the assumption of legislative powers unless delegated to him by the Joint Committee.
19. Carry out the executive function of the Joint Committee in firm and upright manner.
20. Keep the Joint Committee fully informed as to official actions and activities.
21. Keep relations with the Joint Committee, staff and community impersonal, cooperative and business like while performing the duties of Superintendent.
22. Keep himself open to modification, adjustment and compromise when principle is at stake.
23. Establish a regular practice of evaluation - the results of which shall be discussed with the Joint Committee regardless of outcome.
24. Freely seek the counsel and the advice of co-workers in the solutions of the problems of Union 93.

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Blue Hill School Committee July 3, 1974  
Brooksville School Committee July 8, 1974 Reapproved 10/23/89  
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