

201 – The Board of Education

Purpose

The Board of Education governs the school district by setting strategic direction, establishing policy, and ensuring accountability for results, while respecting the distinction between governance and operations.

Objectives

In alignment with the *School Act* the Board acts as a corporate body. Individual Trustees have authority only when acting collectively through duly passed motions and resolutions of the Board. The objective of this policy is to guide the governance of the School District as a Corporate body by setting strategic direction and policy, and by holding the Superintendent accountable for results and compliance through systematic monitoring.

Definitions

For the purposes of this policy:

Governance means setting strategic direction, establishing strategic goals, monitoring progress, overseeing the education system, establishing policy and holding the Superintendent accountable through monitoring.

Operations/Administration means implementing programs, services, staffing, and procedures to achieve Board direction within Board policy boundaries and Strategic Plan.

Powers and Duties of the Board

The Board shall:

1. Governance and Strategic Direction

- 1.1. Establish, review, and revise Board policy.
- 1.2. Set the vision, mission, values, and the Strategic Plan of the School District.
- 1.3. Ensure compliance with applicable legislation, such as *the School Act*, regulations, and Ministerial Orders.
- 1.4. Adopt and regularly review student outcomes and evidence of achievement aligned to the Strategic Plan.

2. Accountability

- 2.1. Hold the Superintendent accountable for implementation of Board policy and achievement of Board's Strategic Plan.
- 2.2. Monitor organizational performance through reports provided by the Superintendent.

3. Employment Authority

- 3.1. Employ only one employee: the Superintendent of Schools.
- 3.2. Be solely responsible for the appointment, evaluation and compensation of the Superintendent.
- 3.3. Approve collective bargaining mandates within the legislative authority of the Board and approve local collective agreements as bargained by staff within the approved mandate.
- 3.4. Delegate to the Superintendent full authority for the employment, supervision, evaluation, discipline, and dismissal of all other staff. The Superintendent shall consult with the Board in relation to the employment of the Secretary-Treasurer.

4. Delegation of Authority

- 4.1. The Board delegates to the Superintendent all authority necessary to manage and operate the School District within the Board's policies and Board Direction, and in accordance with applicable law.
- 4.2. The Board respects that the Superintendent is the Board's chief executive officer and the sole official link between the Board and District staff.
- 4.3. The Board will not direct staff other than through the Superintendent, and individual Trustees will not seek to direct operational decisions. Intentionally seeking to direct operational decisions by an individual Trustee shall be considered a violation of *Policy 212 – Trustee Code of Conduct and Conflict Resolution*.

5. Retained Authority of the Board

Notwithstanding the delegation of operational and administrative authority to the Superintendent, the Board retains all powers and duties assigned to it by legislation. This delegation does not diminish or relinquish the Board's statutory responsibilities.

The Board's retained authority includes, but is not limited to:

- Establishing, amending, and repealing Board policies.
- Evaluating, approving and overseeing the annual operating and capital budgets and setting overall financial parameters.
- Approving the introduction of new educational programs or cancellation of existing programs, or new Board authorized courses, based on recommendations from the Superintendent.
- Monitoring compliance with Board policy, legal requirements, and the approved budget through reports, audits, and other accountability mechanisms.
- Specific authority retained through policy.

6. Financial Governance

- 6.1. Approve the annual and amended budgets and ensure financial stewardship at a governance level.

- 6.2. Approve policies that establish parameters for financial management, purchasing, and contracting.
- 6.3. Not direct, approve, or influence specific operational expenditures, purchasing decisions, or the selection of vendors or contractors except approved in the budget or as recommended by the Superintendent.
- 6.4. Refrain from making motions or passing resolutions that require payment to, or contractual arrangements with, specific vendors, individuals, or organizations except where explicitly required by legislation.

7. Indigenous Rights-Holders and Partners in Education

- The Board recognizes Indigenous rights holders and Indigenous communities as essential partners in public education.
- The Board shall ensure the Board's Strategic Plan and Board policies reflect commitments to Truth and Reconciliation and to improved outcomes for Indigenous learners.
- The Board shall uphold the Districts commitments to respectful relationships with Indigenous rights-holders and partners, including the Snuneymuxw, Snaw-naw-as and Stz'uminus First Nations, and community partners such as the Tillicum Lelum Aboriginal Friendship Centre and the Mid Island Métis Nation.

8. Advocacy and Representation

- 8.1. Act as advocates for public education and the interests of students within the School District.
- 8.2. Communicate with governments and the public in a manner consistent with Board policy.
- 8.3. Advance district positions and priorities through relevant provincial organizations and associations.
- 8.4. Educate and inform the public, and build trust in the public education system.
- 8.5. Address issues in a manner consistent with District values.
- 8.6. Communicate with governments and the public in a manner consistent with Board policy.
- 8.7. Model a culture of respect, integrity, and inclusion.
- 8.8. The Board acknowledges the governance relationship with the Ministry of Education and Child Care as well as the support that it receives from the British Columbia School Trustees Association (BCSTA) and the British Columbia Public Sector Employer's Association (BCPSEA).

9. Relationship with the Superintendent

The Board of Education is committed to a respectful, trusting, and effective working relationship with the Superintendent in support of strong governance and student success.

The Board shall:

- 9.1. Provide clear, collective direction through Board-approved policy and decisions, and maintain appropriate governance-operation boundaries.

- 9.2. Foster open, honest, and timely communication, including constructive dialogue on issues and risks.
- 9.3. Support the Superintendent through clear expectations, fair evaluation, and respectful resolution of concerns.
- 9.4. Communicate to the Superintendent, through the Chair, significant issues of community interest.

Monitoring Board Performance

The Board is committed to continuous improvement through regular review of Board performance. Board self-assessment of achievement of Board and District Goals and review of compliance with Governance and Management Policies are the primary outcomes monitored.

The Board shall adhere to the following schedule and methods for self-review and monitoring compliance with its Governance and Management Policies on a regular and systematic basis.

1. Schedule:

Prior to May 15 in each year the Board shall establish a monitoring schedule for the following one-year period of July 1 to June 30. The monitoring schedule shall be included in the Board's Annual Work Plan.

2. Methods:

- 2.1 Governance and Management Policies shall be monitored using reports provided by the Superintendent, external sources such as auditors, or by direct review by the Board.
- 2.2 The methods used shall include use of the Board's Governance Health Check or other documents as determined by the Board and Superintendent as the criteria for assessment of Board performance.
- 2.3 The process shall involve all Board Members and the Superintendent.
- 2.4 The Board shall assess itself as a whole.
- 2.5 The methods of evaluation shall be structured so that they lead to strengthening communications and relationships among Board Members and with the Superintendent.
- 2.6 Self review sessions are to be facilitated by the Board Chair and assisted by the Superintendent.
- 2.7 Provision may be made for engaging an external facilitator to conduct sessions when the Board perceives a need or benefit arising from third-party assistance.

Notwithstanding the above schedule and methods, the Board shall continuously monitor its performance through post-meeting debriefings and other methods upon the determination of the Board Chair or Board.

Legal References:

Monitoring Frequency:

Adopted: 2026.06.24