

**MISSISSIPPI PUBLIC SCHOOL
ACCOUNTABILITY
STANDARDS**

**Process Standards
Administration and Personnel**

1. The local school board and the superintendent of schools shall exercise due diligence in performing the respective duties of each office in accordance with applicable law. The local school board's responsibilities shall pertain to matters of setting policy and shall not interfere in the day-to-day operations of the school district that include, but are not limited to, such duties as those relating to personnel and management decisions. Failure to comply shall result in the immediate downgrade of the district's accreditation status to Probation or Withdrawn as indicated in Accreditation Policy 2.5.

**Process Standards
Administration and Personnel**

1.1 The school board assigns all executive duties and administrative duties to the superintendent, who is properly licensed and chosen in the manner prescribed by law.

**Process Standards
Administration and Personnel**

1.2 School board policies that comply with state and federal statutes, rules, and regulations serve as the basis of operation for the district, and current copies (print or electronic) of school board policies are published and available for public review.

**Process Standards
Administration and Personnel**

1.3 School board members complete required basic and continuing education programs in order to effectively perform their duties in the manner prescribed by law.

Board Interference in Personnel Issues

- State Accountability Process Standard 1.1
 - Personnel matters are duties assigned to the superintendent
 - Board is involved when the superintendent is making a recommendation for hire
 - Board is involved when superintendent non-renews/dismisses/suspends a licensed employee **AND** employee asks for a hearing

Board Interference in Personnel Issues

- State Accountability Process Standard 1.1
 - Board is involved when superintendent reassigns an employee **AND** the employee asks the Board to review the reassignment

Board Interference in Personnel Issues

- Board does not tell Superintendent who to hire
- Board does not tell Superintendent who to dismiss/suspend/non-renew
- If a Board member becomes involved in a personnel matter other than when permitted by law, the employee may claim a violation of his/her due process

Board Interference in Personnel Issues

- One Board member's bad conduct may "taint" the rest of the Board
- Board members may be held individually liable for violating the employee's due process rights
- Boards must self-govern and make sure no Board member subjects Board members and the District to liability
