SPRINGFIELD TOWNSHIP SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: MANAGEMENT TEAM

ADOPTED: March 18, 2014

REVISED:

	327. MANAGEMENT TEAM
1. Authority	The Board recognizes the importance of maintaining an effective Management Team to strengthen the administration, educational programs and operation of the district, and to establish and improve communications, decision-making, conflict resolution, and other relationships among the members of the Team. The objectives of the district's Management Team are to: 1. Provide input into policies, administrative regulations, procedures and rules that directly affect management employees in the administration of the school district. 2. Provide a means of addressing the economic and welfare concerns of management employees.
SC 510 Pol. 002	While the Management Team concept places emphasis upon shared responsibility and authority, nothing in this policy is intended to limit the responsibility and authority of the Board to make decisions, as prescribed by law.
2. Definitions	**Management Team Concept -** is a means whereby educational policies and administrative procedures that define the district's programs and operations are arrived at through shared responsibility and authority. **Management Team -** is composed of the Superintendent and administrative, supervisory, and administrative support staff who have significant responsibilities for: 1. Formulating or implementing Board policies, administrative regulations, rules, procedures, or programs. 2. Recommending employment, transfer, suspension, discharge, layoff, recall, promotion, assignment, compensation, or discipline of employees. 3. Directing and supervising other employees.

	4. Evaluating employees. 5. Adjusting complaints. **Management Employees -** refers to members of the Management Team.
3. Guidelines	The Management Team will meet on a regular basis and when requested with the Board or its representatives. Actions of all members of the Management Team shall be consistent with professional and ethical standards adopted by professional management associations. References: School Code – 24 P.S. Sec. 510 Board Policy – 000, 002