

ADMINISTRATION GOALS

The Superintendent, in administering this policy, shall be guided by the knowledge that the Gorham School Committee values the freest possible interchange of ideas outside the established framework of direct responsibility as preeminently desirable in the School Department. Nothing provided herein shall be interpreted as intended to interrupt the free and open flow of ideas and assistance among personnel at every level.

The following principles shall govern the administrative operation of the school system:

1. Each school shall be encouraged to work out the educational program most appropriate for the students attending that school.
2. The School Department shall have specific responsibility for overseeing the pattern and sequence of educational experiences provided for students from kindergarten through grade 12.
3. Responsibility shall flow simply and clearly from the School Committee through the Superintendent to the principals, teachers and students.
4. Each member of the staff shall be told to whom he or she is responsible and for what function.
5. Whenever possible, each member of the staff shall be made responsible to only one immediate superior for any one function.
6. Each staff member shall be told to whom he or she can appeal in case of disagreement with the person to whom he or she is responsible.
7. Each staff member shall be told to whom he or she can go for help working out his own functions in the school program.

All school operations will be carried out in accordance with the policies established by the School Committee and in accordance with the Administrative Regulations established for the entire School Department.

The organization chart (CCA-R) shows lines of primary responsibility. As such, it is designed to be called upon when needed to clarify relationships in case some question arises. Missing are the dozens of criss-crossing lines of secondary responsibility and of communication and cooperation which characterizes our schools and are in some ways more important to us all than the lines of primary responsibility shown on the chart.

Cross Reference: CCA-R – Organizational Chart

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