



**Poudre School District  
Board of Education Policies**

Policy Type: **Board-Superintendent Relationship**  
Policy No.: **BSR 4.3**  
Policy Title: **Nature of Delegation to the Superintendent**  
Policy Date: Adopted September 11, 2006  
Revised April 23, 2013

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The Board will instruct the Superintendent through written policies that prescribe organizational outcomes (District Ends) to be achieved and proscribe organizational circumstances or actions to be avoided (Executive Limitations), allowing the Superintendent to use any reasonable interpretation of these policies within those District Ends and Executive Limitations.

1. The Board will develop policies instructing the Superintendent to achieve specified results for specified recipients at a specified cost and/or priority. These policies will be developed systematically from the broadest, most general level to more defined levels and will be called “District Ends” policies. All issues that are not ends issues are defined here as means issues.
2. The Board will develop policies that limit the latitude the Superintendent may exercise in choosing the organizational means. These policies will be developed from the broadest, most general level to more specific or narrow levels, and they will be called “Executive Limitations” policies. The Board will avoid prescribing organizational means delegated to the Superintendent, i.e., the Board will avoid telling the Superintendent or staff what to do or how to do it in its policies.
3. As long as the Superintendent uses any reasonable interpretation of the Board’s District Ends and Executive Limitations policies, the Superintendent is authorized to establish all further policies, make all decisions, take all actions, establish all practices, and pursue all activities.
4. The Board may change its District Ends and Executive Limitations policies, thereby shifting the boundary between Board and Superintendent domains. By doing so, the Board changes the latitude of choice given to the Superintendent. Such change in the latitude of choice given the Superintendent shall not have retroactive effect.