



**NORTH ALLEGHENY
SCHOOL DISTRICT**

SECTION:	ADMINISTRATIVE EMPLOYEES
TITLE:	MANAGEMENT SUPPORT TEAM (MST)
ADOPTED:	JULY 19, 2017
REVISED:	

327- MANAGEMENT SUPPORT TEAM (MST)

Section 1. Authority

The North Allegheny School Board supports the concept and application of team management. The Board recognizes the importance of maintaining an effective Management Support Team (MST) 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.

- a. The Superintendent, Assistant Superintendents, Directors, Supervisors, principals, and all other administrators shall have the authority and responsibility necessary for his or her specific assignment. Each shall likewise be accountable for the effectiveness with which the said assignment is carried out.
- b. While the Management Support 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.

Section 2. Definitions

- a. Management Team Concept - a means whereby educational policies and administrative procedures that define the District's programs and operations are arrived at through shared responsibility and authority.
- b. Management Support Team (MST) - composed of the Superintendent, Assistant Superintendents, Directors, Supervisors, Principals, and all other Administrators.

Section 3. Delegation of Responsibility

- a. The Superintendent of Schools or his/her designee shall lead, determine structure, and designate membership for the MST. The team is responsible to the Superintendent who, in turn, is responsible to the Board.

SC 211
Pol. 000, 002

- b. Other teams may be constituted, as deemed necessary by the Superintendent, to carry out specific organizational goals and objectives.

Section 4. Guidelines

- a. The Management Support Team will meet on a regular basis.
- b. Major goals of management in the North Allegheny School District shall include, but are not limited to the following:
1. To manage the District’s various departments, units, and programs effectively.
 2. To provide professional advice and counsel to the Board and to advisory groups established by Board actions.
 3. To implement the management function so as to ensure the best and most effective learning programs, through achieving such sub-goals as:
 - Providing leadership and professional development to keep abreast of current educational developments
 - Arranging for the professional development necessary to the establishment and operation of learning programs that better meet the needs of all learners
 - Coordinating cooperative efforts for improvement of learning programs, facilities, equipment, and materials
 - Providing access to the decision-making process through the sharing of ideas for improvements and innovations by staff, students, parents, and others
 4. To subscribe to the principles of participatory management:
 - That the person closest to the job is the most knowledgeable
 - That information must flow in all directions within the organization
 - That decisions are made at the lowest level feasible
 - That constructive participation requires preparation and commitment
 - That the individual must be respected within the chain of command
 - That accountability is commensurate with authority

22 P.S.
4.13

5. To provide an organization which achieves its' mission through the effective management of resources:
- That will have effective school governance
 - That will have an organizational culture which reflects respect for effective self and others, mutual trust, cohesiveness, open communications, decision-making, and high morale
 - That will coordinate the functions of the organization
 - That will use a comprehensive planning process

References:

School Code – 24 P.S. Sec. 211, 22 P.S. 4.13

Board Policy – 000, 002

Replaces Policies:

2300

2310