



ANGLOPHONE WEST SCHOOL DISTRICT

OFFICE OF THE SUPERINTENDENT

1135 Prospect Street • Fredericton, New Brunswick E3B 3B9 • www.asd-w.nbed.nb.ca

To:	All Staff
From:	Karen Morton, Director of Human Resources
Date:	January 2020
Re:	Staff Treatment

In the organizational structure of a school district, a Superintendent reports to a District Education Council (DEC). The DEC is an elected body that follows a “policy governance” model of leadership for the school district. As their only employee, the Superintendent is accountable to the DEC and reports monthly following an annual planning cycle. If you would like to review ASD-W Superintendent reports, they are posted regularly on our district website under the DEC section and Superintendents Reports:

<http://web1.nbed.nb.ca/sites/asd-w/Pages/default.aspx>

The DEC is not responsible for the day-to-day operations as the Council relies on the Superintendent to move the district forward as the Chief Executive Officer and link to the district’s achievement and conduct. DEC policies, which differs from operational policies, which you may be familiar with, is also posted on our website.

One DEC policy specific to staff is in the “Executive Limitations” section - *ASD-W-EL2: Staff Treatment*. The corresponding district operational policy, *ASD-W-250-13: Employee Concerns* serves as a reminder of the process to follow when staff has concerns.

ASD-W DEC Governance Policies:

<http://web1.nbed.nb.ca/sites/ASD-W/DEC/Policies/Forms/AllItems.aspx>

ASD-W Human Resources Policies:

<http://web1.nbed.nb.ca/sites/ASD-W/Policies/Pages/default.aspx>