

Jefferson County Public Library Board of Trustees Delegation To The Executive Director Governance Policy 3.3

The Library Board will instruct the Executive Director through written policies that prescribe the organizational Ends to be achieved, and describe organizational situations and actions to be avoided, allowing the Executive Director to use any reasonable interpretation of these policies.

Accordingly:

1. The Library Board will develop and maintain *Ends* policies instructing the Executive Director to achieve certain results, for certain recipients at a specified worth or priority. These policies will be developed systematically from the broadest, most general level to more defined levels. All issues that are not Ends issues as defined here are Means issues.
2. The Library Board will develop and maintain *Management Limitations* policies that limit the latitude the Executive Director may exercise in choosing the organizational means. These policies will be developed systematically from the broadest, most general level to more defined levels. The Library Board will not prescribe organizational means delegated to the Executive Director.
3. As long as the Executive Director uses any reasonable interpretation of the Library Board's Ends and Management Limitations policies, the Executive Director is authorized to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities. Such decisions of the Executive Director shall have full force and authority as if decided by the Library Board.
4. The Library Board may change its Ends and Management Limitations policies, thereby shifting the boundary between Library Board and Executive Director domains. By doing so, the Library Board changes the latitude of choice given to the Executive Director. However, as long as any particular delegation is in place, the Library Board will respect and support decisions made by the Executive Director that are compliant with board policy.

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