

# **Liberty Christian Board of Directors of Directors**

## **Frequently Asked Questions**

### **Why does Liberty Christian School have a Board of Directors?**

The Liberty Christian Board of Directors exists to provide governance, accountability, prayerful oversight, and strategic direction for the school. The Board helps ensure that Liberty Christian remains faithful to its mission, is financially responsible, and is focused on providing an excellent Christ-centered education for students and families.

The Board serves the school by helping provide wise oversight and long-term perspective while allowing the administration and faculty to focus on the daily operation of the school.

The Board hires and oversees the Superintendent who executes the strategic plan and mission through viable operations. They oversee the Superintendent's performance, goals, and effectiveness.

### **Who serves on the Board of Directors?**

The Board of Directors is made up of individuals who are committed to the mission and values of Liberty Christian School. Board members bring a variety of experiences, skills, and perspectives that can help the school make missional decisions.

Board members are expected to support the school's Christian mission and to approach their responsibilities with humility, integrity, confidentiality, and a desire to serve the Liberty Christian community.

The Liberty Christian School Board of Directors is self-perpetuating, meaning that new members are nominated, evaluated, and selected by the current board.

### **What is the primary responsibility of the Board of Directors?**

The Board's primary responsibility is governance rather than daily management.

In simple terms:

The Board of Directors determines the "what" and "why," while school administration is responsible for the "how" and "when."

The Board provides oversight in areas such as:

- Mission and vision

- Long-term strategic planning
- Financial stewardship and budgeting
- Policy development
- Risk management
- Accountability of the superintendent
- Major organizational decisions
- Facilities and long-term campus planning
- Protection of the school's Christian mission and identity

### **Does the Board of Directors run the school?**

The Board of Directors does not manage the daily operations of Liberty Christian School. The superintendent and administrative team are responsible for the day-to-day leadership of the school. This includes overseeing faculty and staff, student programs, curriculum implementation, discipline, communication, scheduling, enrollment, and daily operations.

This distinction allows the Board to concentrate on the long-term health and direction of the school while the administration leads the school on a daily basis.

### **How often does the Board of Directors meet?**

The Board of Directors meets on the first Thursday of each month. Additional meetings may be called when necessary to address important matters. Please check the school website for times, locations, and any changes.

Board meetings generally include reports, discussion, policy and governance matters, financial oversight, strategic planning, and other issues related to the health and future of the school.

### **Who does the superintendent report to?**

The superintendent is accountable to the Board of Directors. The Board evaluates and supports the superintendent, establishes appropriate expectations, and provides oversight of the superintendent's leadership.

At the same time, the superintendent is entrusted with the authority and responsibility to lead the daily operations of the school.

### **Can a Board of Directors member direct a teacher or staff member?**

Individual Board members do not supervise teachers, coaches, administrators, or other employees. If a Board member has a concern about an employee or school operation, the appropriate process is to communicate that concern through the superintendent rather than attempting to direct the employee personally. This helps maintain clear lines of authority and protects both employees and the school.

## **Can I contact a Board of Directors member if I have a concern?**

Families are welcome to communicate with Board members, particularly regarding matters involving the overall direction, governance, or long-term health of Liberty Christian School.

However, concerns about a specific classroom, teacher, coach, student situation, or daily operational issue should be addressed with the appropriate member of the school administration.

A helpful principle is:

Start with the person closest to the issue.

For example:

Classroom concern → Teacher → Principal → Superintendent

Athletic concern → Coach → Athletic Director → Principal/Superintendent

School-wide concern → Appropriate Administrator → Superintendent

If a concern remains unresolved or involves a matter appropriately handled at the governance level, it may then be brought to the superintendent or Board through the appropriate process.

## **Why shouldn't families go directly to the Board of Directors with every concern?**

This is not because the Board does not care about families. Quite the opposite. Clear lines of communication allow concerns to be addressed by the people who have the appropriate information, authority, and responsibility.

For example, a principal is much more familiar with the circumstances surrounding a student discipline matter than a Board member would be. Similarly, a teacher is in the best position to address a question about classroom instruction.

Going through the appropriate administrative channels helps ensure that concerns are handled fairly, efficiently, and with appropriate context.

## **Does the Board of Directors make decisions about individual students?**

Individual student matters—including academic issues, discipline, classroom concerns, attendance, and other student-specific situations—are handled by the appropriate school administrators and staff.

The Board establishes policies and provides oversight but generally does not intervene in individual student decisions. This protects students, families, employees, and the integrity of the school's administrative process.

## **Does the Board of Directors hire and fire teachers?**

The Board is responsible for the overall governance of the school and provides oversight of the superintendent.

The superintendent and administration are responsible for the hiring, supervision, evaluation, and employment decisions involving faculty and staff, within the policies and authority established by the Board.

The Board does not function as a committee that manages individual employees.

## **Does the Board of Directors determine tuition?**

The Board provides oversight of the school's financial health and approves the overall budget and financial direction of the school. Tuition recommendations are developed through the school's administrative and financial planning process and are considered within the broader context of:

- Operating expenses
- Faculty and staff compensation
- Enrollment
- Scholarships and financial assistance
- Facilities
- Educational programs
- Inflation and rising costs
- Long-term financial sustainability

The goal is to make responsible financial decisions while remaining faithful to Liberty Christian's mission.

## **How does the Board of Directors protect Liberty Christian's mission?**

The Board has an important responsibility to ensure that major decisions remain consistent with the mission and identity of Liberty Christian School.

Liberty Christian's mission is:

"To provide a Christ centered community where students receive an excellent education based on biblical truth."

The Board helps protect this mission by providing oversight of the school's policies, strategic direction, leadership, finances, and long-term planning.

## **Does the Board of Directors make decisions based on the Bible?**

Liberty Christian is a Christian school, and its mission is grounded in biblical truth. Board members are expected to approach their responsibilities from a Christian worldview and to seek God's wisdom as they serve the school.

This means Board members are encouraged to:

- Pray for the school and its leadership
- Seek wisdom and discernment
- Evaluate decisions in light of biblical principles
- Protect the school's Christian identity
- Pursue truth and integrity
- Make decisions that serve students and families

The Board recognizes that good governance requires both faithfulness to biblical principles and responsible stewardship. In addition, Board members subscribe to the LCS Statement of Faith, Code of Conduct, and Lifestyle Agreement.

### **Are Board of Directors meetings open to families?**

Yes. Each board meeting begins with a session that is open to the public.

Not every portion of a Board meeting is necessarily open to the public. Certain matters require confidentiality, including personnel matters, student-specific situations, legal matters, and other sensitive information. This confidentiality is important because Board members may have access to information that cannot appropriately be shared publicly.

### **Why can't the Board discuss everything with families?**

Board members have a responsibility to protect confidential information.

For example, the Board may need to discuss:

- Personnel matters
- Student situations
- Legal matters
- Financially sensitive information
- Confidential organizational matters

Maintaining confidentiality is not intended to prevent transparency. Rather, it is part of responsible leadership. The Board seeks to communicate openly about matters that can appropriately be shared while protecting information that must remain confidential.

### **How can families provide input to the Board of Directors?**

Families are an important part of the Liberty Christian community, and the Board values appropriate feedback.

Families can provide input through:

- Communication with teachers and administrators
- Parent surveys
- School-wide feedback opportunities
- Meetings with school leadership
- Communication with Board leadership when appropriate

When providing feedback, families are encouraged to communicate respectfully, directly, and constructively. If you would like to bring an issue to the attention of the board at a meeting, please contact the board at least two weeks in advance.

The goal should always be to help Liberty Christian become stronger and better serve students.

### **What if I disagree with a decision made by the school?**

Families will not always agree with every decision made by the school. That is normal in any community.

When a concern arises, families are encouraged to:

1. Seek to understand the decision and the reasons behind it.
2. Communicate directly with the appropriate administrator.
3. Ask questions respectfully.
4. Follow the established process for addressing concerns.
5. If necessary, request further review through the appropriate administrative or governance channel.

Healthy disagreement can be productive when it is handled with humility, honesty, and respect.

### **Can a Board of Directors member promise to change a school decision?**

Individual Board members should not make promises on behalf of the Board or school. The Board makes decisions collectively according to its established governance process.

A Board member may listen to a concern and help ensure that the appropriate person or process receives the information, but an individual Board member should not represent his or her personal opinion as an official decision of Liberty Christian School.

### **What is the relationship between the Board of Directors and families?**

Parents and the Board of Directors have different but complementary roles.

Parents have the primary responsibility for raising and educating their children and choose Liberty Christian as a partner in that responsibility.

Teachers and administrators provide the daily educational leadership and care of students.

The Board of Directors provides governance, accountability, oversight, and long-term direction.

Together, these groups work toward the same purpose: serving students and strengthening the Liberty Christian community.

### **What should families expect from the Board of Directors?**

Families should expect the Board to:

- Protect Liberty Christian's Christian mission
- Provide responsible financial oversight
- Support and hold accountable the superintendent
- Think about the long-term health of the school
- Protect the integrity of the school
- Maintain appropriate confidentiality
- Make decisions thoughtfully and prayerfully
- Seek God's wisdom and pursue what is best for the school as a whole

### **What should the Board of Directors expect from families?**

The Board also asks families to:

- Support the mission of Liberty Christian
- Communicate respectfully
- Follow appropriate channels for concerns
- Give school leaders an opportunity to address issues
- Respect confidentiality
- Avoid assumptions about decisions or motives
- Provide constructive feedback
- Pray for school leadership, faculty, staff, and Board members
- Remember that everyone involved wants to see students thrive

# A Simple Way to Understand School Governance

The following framework can help families understand how responsibilities are divided:

| Area                            | Primary Responsibility                                     |
|---------------------------------|------------------------------------------------------------|
| Mission & Vision                | Board of Directors & Superintendent                        |
| Strategic Direction             | Board of Directors & Superintendent                        |
| Superintendent Oversight        | Board of Directors                                         |
| Daily School Operations         | Superintendent & Administration                            |
| Curriculum Implementation       | Administration & Faculty                                   |
| Classroom Instruction           | Teachers                                                   |
| Student Discipline              | Administration                                             |
| Individual Student Concerns     | Teachers & Administration                                  |
| Faculty/Staff Supervision       | Administration                                             |
| School Budget                   | Administration develops; Board provides oversight/approval |
| Major Policies                  | Board of Directors & Superintendent                        |
| Long-Term Financial Planning    | Board of Directors & Administration                        |
| Facilities & Long-Term Planning | Board of Directors & Administration                        |

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## Why This Structure Matters

A healthy school depends upon clear roles, mutual trust, and good communication. The Board of Directors does not exist to create another layer between families and the school. Rather, the Board exists to provide the governance and accountability necessary for Liberty Christian to remain healthy, sustainable, and faithful to its mission.

The administration is entrusted with leading the school.

Teachers are entrusted with educating and caring for students.

Parents are entrusted with the primary responsibility for their children.

The Board of Directors is entrusted with governance and oversight.

When each group fulfills its God-given and organizational responsibility, the entire Liberty Christian community is strengthened. We want every student at Liberty Christian School to experience a Christ-centered community, receive an excellent education based on biblical truth, develop a biblical worldview, and be equipped to passionately impact the world for Christ.

Thank you for partnering with Liberty Christian School and for praying for our Board, administration, faculty, staff, students, and families.