

## Monitoring Superintendent Performance

The Board will view Superintendent performance as being identical to organizational performance. Superintendent job performance will be monitored systematically against Superintendent job expectations which are defined as:

- reasonable progress toward organizational accomplishment of the Board’s Results policies, and
- organizational operation within the boundaries established in the Board’s Executive Limitations policies.

Accordingly:

1. Monitoring determines the degree to which Board policies are being met. Information not formally presented as monitoring data and that does not contribute directly to this purpose is not considered monitoring data.
2. The Board will acquire monitoring data on Results and Executive Limitations policies by one or more of three methods:
  - a. By internal report, in which the Superintendent discloses information and certifies compliance to the Board;
  - b. By external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies;
  - c. By direct Board inspection, in which the whole Board formally assesses compliance with the appropriate policy criteria.
3. The consistent standard for compliance for Executive Limitations policies shall be whether the Superintendent has reasonably interpreted and acted within the scope of the Board policy being monitored. For Results policies, the standard shall be whether the Superintendent has reasonably interpreted and whether reasonable progress is being made toward achieving the Board’s described results. The Board will make the final determination as to whether Superintendent interpretation is reasonable, whether the Superintendent is in compliance and whether reasonable progress is being made.
4. All policies that instruct the Superintendent will be monitored on schedule and by a method chosen by the Board. The Board may monitor any policy at any time by any method, but as a rule will depend upon the following schedule and method:
5. Executive Limitations Policies will be monitored annually through an internal report presented by the Superintendent at a School Board meeting. The schedule is as follows:

Executive Limitations Policies

- EL – 1 Global Executive Constraint
- EL – 2 Emergency Superintendent Succession
- EL – 3 Relationships with of Students, Parents, and Citizens
- EL – 4 Relationships with of Staff

Date

- July
- August
- September
- October

EL Policies (continued)

- EL – 5 Staff Compensation and Professional Development
- EL – 6 Staff Evaluation
- EL – 7 Budgeting/Financial Planning
- EL – 8 Financial Administration
- EL – 9 Asset Protection
- EL – 10 Academic Program
- EL – 11 Textbook and Instructional Materials
- EL – 12 Legally Required Policies

Date

- November
- December
- January
- February
- March
- April
- May
- June

- a. School Board may request specific evidence or data related to an Executive Limitation report but shall do so in a timely manner with respect to the schedule.
  - b. The Superintendent will notify the School Board of any material change to an Executive Limitation report that occurred after the report was submitted to the Board by submitting an updated report at the next regularly scheduled Board meetings or at a time set by Board Leadership.
6. Evaluation of the Superintendent: the Board will conduct a formal summative evaluation of the Superintendent as per the timelines outlined in the Superintendent’s contract.
- a. The summative evaluation will be based upon data collected during the year from the monitoring of Board policies on Results and Executive Limitations.
  - b. A written evaluation document will be prepared by the Board and will include:
    - i A summary of the data derived during the year from monitoring the Board’s policies on Results and Executive Limitations.
    - ii Conclusions based upon the Board’s prior action during the year relative to whether the goals outlined in the Results policy has been achieved or whether reasonable progress has-been made toward its achievement;
    - iii Conclusions based upon the Board’s prior action during the year relative to whether the Superintendent has reasonably interpreted and operated properly within the boundaries established by the Executive Limitations policies;
    - iv A summary of the Superintendent’s strengths and weaknesses relative to achievement of the Results policies and operation within the boundaries established in the Executive Limitations policies.
  - c. As the summative evaluation process described above is based on the prior year’s evidence and actions, an incoming Superintendent would not have impacted those



results, therefore, Board Leadership shall have the discretion to develop an evaluation relevant to the first year of service of an incoming superintendent.

Nothing in this policy is intended to imply the establishment of any personal rights not explicitly established by statute, contract or Board policy. All employment decisions related to the Superintendent remain the sole discretion of the Board.

**Monitoring Method:**            **Board self-assessment**  
**Monitoring Frequency:**    **Annually**