

Policy Type: Board/Superintendent Relationship

Monitoring Superintendent Performance

Superintendent Job performance will be monitored systematically and rigorously against the only Superintendent Job expectations: organizational accomplishment of Board’s *Strategic Policies* and organizational operation within the boundaries established in the Board’s *Staff/Superintendent Guidelines* policies.

Accordingly:

1. Monitoring determines the degree to which board policies are being met. Information that does not contribute to this purpose is not considered monitoring data.
2. Monitoring fulfills the Board’s responsibility of overseeing management of the school district’s major systems. More specific information is contained in the Management Oversight policy.
3. The Board will acquire monitoring data on *Strategic Policies* and *Staff/Superintendent Guidelines* policies by one or more of three methods:
 - a. By internal report, in which the Superintendent discloses compliance information 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 Board assesses compliance with the appropriate policy criteria.
4. In every case, the standard for compliance shall be whether the Superintendent has reasonably interpreted the Board policy being monitored. The Board will make the final determination as to whether a Superintendent interpretation is reasonable.
5. All policies which instruct the Superintendent will be monitored at a frequency and by a method chosen by the Board. The Board may monitor any policy at any time by any method, but ordinarily will depend on the following schedule and method, as described in the Oversight Calendar, see SP-4C-1,SP-4C-2 and SP-4C-3.
6. In conjunction with the conclusion of the Board’s annual planning cycle, each January the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data derived during the year from monitoring Board policies on Strategic Policies and Superintendent/Staff Guideline. A written evaluation document will be prepared by

the Board. The Superintendent will have the opportunity to review the document with the Board in executive session. The report will be signed by the Superintendent and the president of the Board.

The evaluation document will consist of:

- a. A summary of the data derived throughout the year from monitoring the Board's policies on *Strategic Policies* and *Staff/Superintendent Guidelines*.
- b. Conclusions relative to whether each end has been achieved or whether reasonable progress has been made toward its achievement.
- c. Conclusions relative to whether the Superintendent has properly operated within the boundaries established in the Superintendent/Staff Guideline policies.

Nothing in this policy will be construed to imply in any manner the establishment of any personal rights not explicitly established by statute, Board policy or contract. All employment decisions regarding the Superintendent remain within the sole and continuing discretion of the Board.