

## Policy Type: Board/Superintendent Relationship

### Monitoring Superintendent Performance

#### Interim Superintendent Evaluation Tool for 2024-25 School Year

In the absence of historical data and conclusive results, the board will focus on initial progress toward goals and adherence to policies. This evaluation serves as a formative step to set expectations, provide feedback, and establish baseline data for future evaluations. This ensures that the superintendent is on track to meet the board's priorities while being supported in their role.

#### 1. Focus on Progress Toward Goals

- **Approach:** Instead of evaluating based solely on **final outcomes**, focus on the **progress made toward achieving the strategic priorities and Superintendent goals** set in BSR-5E. The board can assess the superintendent's leadership, planning, and implementation efforts during the early stages of initiatives.
- **Key Considerations:**
  - Did the superintendent effectively deliver on her 100 Day Plan (entry plan)?
  - Is the superintendent effectively communicating with the board and keeping them informed through regular reports and updates?
  - Has the superintendent developed clear plans for initiatives, with timelines, resource allocation, and staffing?
  - Has the superintendent established mechanisms to measure progress, even if those measurements are still in the early stages?
  - Are there indicators of progress, even if full results are not yet available (e.g., mid-year data, pilot program outcomes)?

#### 2. Evaluate Adherence to Policies

- **Approach:** Assess the superintendent's **adherence to the Staff/Superintendent Guidelines (SSG policies)** related to ethical, legal, and operational management.
- **Key Considerations:**

- Even without complete data, has the superintendent complied with policies related to financial management, staff treatment, and safety?
- Has the superintendent demonstrated a commitment to operating within the boundaries set by the board's policies (e.g., financial audits, legal compliance, safety protocols)?
- Has the superintendent made progress in developing a monitoring process for the Staff-Superintendent Guidelines Policies (SSGs)?

### **3. Establish a Forward-Looking Evaluation**

- **Approach:** Use this evaluation cycle to **set clear expectations** and **establish baseline data** for future evaluations. This can help the board and superintendent align on key priorities for the next year.
- **Key Considerations:**
  - Based on the superintendent's progress so far, what are the next steps for achieving the district's strategic priorities?
  - How will the superintendent and the board track progress moving forward?
  - What are the Board's expectations regarding 360 feedback for the Superintendent?

### **4. Provide Formative Feedback**

- **Approach:** Frame this year's evaluation as a **formative process** where the board provides constructive feedback to help the superintendent succeed.
- **Key Considerations:**
  - Are there areas where the superintendent could benefit from additional support or resources?
  - What feedback can the board provide to ensure the superintendent is on track to achieve the district's goals?

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LAKE COUNTY SCHOOL DISTRICT R-1, LEADVILLE, COLORADO