

MONITORING SUPERINTENDENT PERFORMANCE

Systematic and rigorous monitoring of Superintendent job performance will be solely against the only expected Superintendent job outputs: reasonable progress toward accomplishing Ends and organizational operation within the boundaries established in Executive Limitations.

Accordingly:

1. Monitoring determines compliance with Executive Limitations or reasonable progress toward the achievement of Ends. 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 Ends and Executive Limitations policies by one or more of three methods:
 - a. By internal report, in which the Superintendent discloses information and certifies compliance or reasonable progress to the Board along with his/her justification for the reasonableness of interpretation;
 - b. By external report, in which an external, objective third party agreed to by the Board assesses compliance or reasonable progress with Board policies;
 - c. By direct Board inspection, in which the whole Board, a Board committee, or a designated member or members duly charged by the Board formally assesses compliance with or reasonable progress on the appropriate policy criteria, augmented with the Superintendent's justification for the reasonableness of his/her interpretation.
3. The consistent performance standard for Executive Limitations policies shall be whether the Superintendent has:
 - a. Reasonably interpreted the policy and its subparts;
 - b. Complied within the provisions of the Board policy being monitored.
4. The consistent performance standard for Ends shall be whether the Superintendent has:
 - a. Reasonably interpreted the policy and its subparts;
 - b. Achieved reasonable progress, as determined by a consensus of the Board, toward achieving the Board's described Ends policies.

5. 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. In doing so, the Board will apply the “reasonable person” standard.
6. Superintendent contract extensions and remuneration will be decided after review of monitoring reports submitted during the superintendent’s contract year.
7. All policies that instruct the Superintendent will be monitored at a frequency and by a method chosen by the Board. The Board by official action can monitor any policy at any time by any method, but will ordinarily depend on a routine schedule (see GP-4E for monitoring schedule).
8. By July 1 of each year, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data collected during the year from the monitoring of Ends and Executive Limitations policies. The Board will prepare a written evaluation document.

The evaluation document will consist of:

- a. A summary based on the data derived during the year from monitoring the Board’s Ends and Executive Limitations policies;
- b. Conclusions based upon the Board’s prior action during the year relative to the Superintendent’s reasonable interpretation of each End, whether each End has been achieved or reasonable progress has been made toward its achievement;
- c. Conclusions based upon the Board’s prior action during the year relative to whether the Superintendent has reasonably interpreted and operated within the boundaries established by the Executive Limitations policies.

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.

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