Cover Sheet
Approval of Monitoring Report (MR)
Executive Limitations Policy 4 - Treatment of Staff and Volunteers (EL-4)

Meeting Date: November 18 2026
Agenda Item: I.4

1. Purpose, Objective(s), and Process of a Ends/EL Policy Monitoring Report (MR)

The purpose/desired outcome(s) of this Monitoring Report (MR) form is to formally reflect, in a transparent and accurate manner, on the previous year's work by the Superintendent as it relates to the policy being monitored and provide ways to improve for future year compliance. Subsequent Board approval codifies this work.

Under Policy Governance® (PG), the objective of Ends and Executive Limitation (EL) Policy MRs is four-fold:

1. Has the Superintendent reasonably interpreted the policy?
2. Is there sufficient information to allow the SSD Board of Education (BOE) to decide if the interpretation is reasonable?
3. Has the Superintendent demonstrated reasonable progress towards this Ends policy? (for Ends ONLY)
4. Has the Superintendent demonstrated compliance with the policy as reasonably interpreted?

The Board will use the accompanying Monitoring Report Evaluation (MRE) as a guide to determine if the above objectives have been met through the information provided in the applicable MR.

Consent agenda items associated with this MR and its accompanying MRE will be scheduled for Board approval at a subsequent Board meeting (September 24 2026).

2. Policy Details

Policy Monitored and Associated MR: EL-4 - Treatment of Staff and Volunteers EL-4 MR	**Monitoring Period:** October 16 2025 - October 30 2026
Submitted By: Andrea Verzantvoort, Chief Talent Officer	**Date Submitted/Resubmitted:** October 30 2026 / NA
Recommended Action: ☐ Information ☐ Discussion ☑ Preparing for Board Action	**Revised MR?** ☐ Yes ☑ No **Previous MR Dates:** NA
Pertaining to Governance Policy: EL-1 - General Executive Limitations EL-9 - Communications and Support to the Board BSR-5 - Monitoring the *Ends* and *Executive Limitations* Policies and Superintendent Performance Evaluation Processes GP-6 – Agenda Planning Calendar	**Alternatives:** ☑ Approve this MR, as written ☐ Incorporate discussed changes documented in MRE into an updated MR ☐ Redo MR for a near-future Board meeting agenda item ☐ Not Applicable (N/A)

3. Executive Summary

Board approval of EL-4 MR which was presented on November 5 2026.

4. Background

The Summit RE-1 Board adopted Ends, Executive Limitations (ELs), Board-Superintendent Relationship (BSR), and Governance Process (GP) policies in June 2023 to formally begin Policy Governance® (PG) on July 1 2023.

Based on the agenda planning calendar (GP-6), the Superintendent presents monitoring reports to the Board of Education that monitor

the evidence-based compliance of local, state, and federal policies as applicable.

Per Board-Superintendent Relationships (BSR) Policy 5 - Monitoring the Ends and Executive Limitations Policies and Superintendent Performance Evaluation Processes, the Superintendent is accountable for providing the Board with monitoring data to support a clear compliance status with the applicable Board policy.

5. Cost Benefit/Analysis

- It is important for the Board to understand this policy and its implementation as we evaluate student outcomes over time.

6. Advantages (+) / Disadvantages (-)

Advantages (+)	Disadvantages (-)
+ Ensure compliance with the Board's annual monitoring report schedule + Provide transparent data to the Board and the Public + The Board will be fully aware of the EL-4 policy so that current year compliance in November 2026 can be determined	- The EL policies will be changing introducing uncertainty for staff preparation and potential breaks in longitudinal data received by the Board.

7. List of Attachments (If applicable):

Primary Attachment(s):
Presentation - EL-4 MR Executive Summary (November 5 2026)
EL-4 Monitoring Report (MR) (November 5 2026)
EL-4 Monitoring Report Evaluation (MRE) (November 5 2026)

Reference Material(s):
Cover Sheet - Approval of Modified EL-4 MR (Approved December 15 2025)
Cover Sheet - Approval of EL-4 MRE (Approved December 15 2025)

Cover Sheet - Approval of Modified EL-4 MR (Approved November 21 2024)
Cover Sheet - Approval of EL-4 MRE (Approved November 21 2024)

☐ **N/A - No Attachments**