

Monitoring Superintendent Performance

Superintendent job performance will be monitored systematically against only Superintendent job expectations: organizational accomplishment of Board's Ends policies, and organizational operation within the boundaries established in the Board's Executive Limitations policies. The Board will view Superintendent performance as being identical to organizational performance.

Accordingly:

1. Monitoring determines the degree to which board policies are being met. Information 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 and certifies 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.
3. 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.
4. All policies which 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, the superintendent will provide a written and verbal report for each EL annually as scheduled in the Board Agenda Planning Calendar (GP8).

By the end of October the board will conduct a formal interim evaluation of the Superintendent. The interim evaluation will be based upon data collected during the year from the monitoring of Board policies on Ends and Executive Limitations. A written document will be prepared by the Board and provided to the Superintendent if any major concerns or areas of improvement arise during discussion. The Superintendent and the Board will address improvements in the final evaluation and may also reconvene in January to review the actions that are being taken to address any areas of concerns in executive session.

By June the Board will conduct a formal summative evaluation of the CEO. The summative evaluation will be based upon data collected during the year from the monitoring of Board policies on Ends and Executive Limitations. A written evaluation document will be prepared by the Board. The Superintendent and the Board will review the document in executive session.

The evaluation document will consist of:

1. A summary of the data derived during the year from monitoring the Board's policies on Ends and Executive Limitations.
2. Conclusions based upon the Board's prior action during the year relative to whether each End has been achieved or whether reasonable progress has been made toward its achievement.
3. Conclusions based upon the Board's prior action during the year relative to whether the Superintendent has operated properly within the boundaries established by the Executive Limitations policies.
4. An improvement plan addressing any insufficient progress toward meeting the Ends.
5. An improvement plan addressing any deficiencies in operation within the boundaries of the Executive Limitations.
6. A summary of the Superintendent's strengths and weaknesses relative to achievement of the Ends policies and operation within the boundaries established in 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.

Link to evaluation: [B/SR- 5 Exhibit Monitoring Superintendent Performance](#)

Monitoring Method: School Board Self-Assessment
Monitoring Frequency: Annually in December

Adopted: September 12, 2000
Revised: July 8, 2003
Revised: December 10, 2018
Revised: January 11, 2021
Revised: December 13, 2021
Monitored: October 23, 2023
Revised: November 11, 2024
Monitored: November 3, 2025