Monitoring Superintendent Performance **B/SR-5**

The Superintendent's job performance will be monitored systematically and rigorously against the two Superintendent job expectations: organizational accomplishment of the Board's Ends policies, and organizational operation within the boundaries established in the Board's Executive Limitations policies.

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 decision as to whether a Superintendent interpretation is reasonable. At the meeting the monitoring report is presented, the board will either accept the report as written or table it for discussion at the next board workshop. When approved, the chair is authorized to sign the appropriate response document (B/SR-5 ENDS or B/SR5 MEANS) signifying the monitoring report meets the expectations of the board or that corrective action by the superintendent must be taken to meet board expectations.

4. All policies which instruct the Superintendent will be monitored on schedule according to 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 upon the following schedule and method:

Ends Policies	**Method**	**Frequency**
E-1 District Mission	Internal Report	July
E-2 Academic Achievement	Internal Report	November
E-3 Personal Skill Development	Internal Report	June
E-4 Social Skill Development	Internal Report	June

Executive Limitations Policies	**Method**	**Frequency**
EL-1 Expectations of Superintendent	Internal Report	August
EL-2 Emergency Superintendent Succession	Internal Report	July
EL-3 Treatment of Parents, Students, and the Public	Internal Report	August
EL-4 Staff Treatment	Internal Report	August

Monitoring Superintendent Performance **B/SR-5 Cont.**

Executive Limitations Policies Cont.	Methods	Frequency
EL-5 Staff Compensation	Internal Report & Direct Inspection	April
EL-6 Staff Evaluations	Internal Report	June
EL-7 Budgeting	Internal Report	August
EL-8 Financial Administration	External Report	August
EL-9 Facilities Program	Internal Report	September
EL-10 Asset Protecting	Internal Report	September
EL-11 Communication and Counsel to the Board	Internal Report	January
EL-12 Communication with the Public	Internal Report	November
EL-13 Academic Standards and Practices	Internal Report & Direct Inspection	November
EL-14 Academic Program	Internal Report & Direct Inspection	November
EL-15 Instructional materials Selection	Internal Report	May
EL-16 District Calendar	Internal Report	April
EL-17 Student Conduct and Discipline	Internal Report	February
EL-18 Mandatory Policies	Internal Report	October

5. In conjunction with the conclusion of the Board's annual planning cycle, each January the Board will conduct a formal evaluation of the Superintendent. The evaluation will be based upon data generated during the year in monitoring reports and Board response documents when monitoring Board Ends and Executive Limitations policies. A written evaluation document will be prepared, compiling the content of Board response documents. The Superintendent will review the document with the Board in executive session. The report will be signed by the Superintendent and the Board Chair. The evaluation document will consist of:
   a. Data generated during the year from monitoring the Board's policies on Ends and Executive Limitations.
   b. Findings as to whether each End has been achieved (or whether reasonable progress has been made toward its achievement) and whether the Superintendent has operated within the boundaries established in Executive Limitations policies.
   c. An improvement plan addressing policy implications stemming from insufficient progress toward meeting the Ends, or failure to operate within the boundaries of the Executive Limitations 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.