

B/SR-5

**Policy Type: Board/Superintendent Relationship****Superintendent Accountability**

The board considers superintendent performance to be ~~identical~~ linked to organizational performance. Organizational accomplishment of the board's **Results** policies and operation according to the values expressed in the board's **Operational Expectations** policies will be considered successful superintendent performance. These two components define the superintendent's job responsibilities, and are the basis for the superintendent's performance evaluation.

1. The board will determine organizational performance based upon a systematic monitoring process.
2. The board will acquire monitoring data on **Results** and **Operational Expectations** policies by one or more of three methods:
  - a. By **Internal Report**, in which the superintendent submits information that certifies and documents to the board compliance or reasonable progress;
  - b. By **External Review**, in which an external third party selected by the board assesses compliance or reasonable progress with applicable board policies;
  - c. By **Board Inspection**, in which the whole board or a committee duly charged by the board formally assesses compliance with or reasonable progress on the appropriate policy criteria.
3. The consistent performance standard for **Operational Expectations** policies shall be whether the superintendent has:
  - a. reasonably interpreted the policy and its subparts;
  - b. complied with the provisions of the board policy being monitored.
4. The consistent performance standard for **Results** policies shall be whether the superintendent has:
  - a. reasonably interpreted the policy and its subparts;
  - b. made reasonable progress toward achieving the board's defined **Results** 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 has been made. In doing so, the board will apply the "reasonable person" standard.

6. All policies that instruct the superintendent will be monitored according to a schedule and by a method determined by the board and included in the board's annual work plan. The board may monitor any policy out of this defined sequence, if it is determined by a majority of the board that conditions warrant monitoring at times other than those specified by the annual schedule.
7. Each November, the board will conduct a formal summative evaluation of the superintendent. The summative evaluation will be based upon data collected during the previous academic year from the monitoring of **Results** and **Operational Expectations** policies. The board will prepare a written evaluation document.

The evaluation document will consist of:

- a. A summary of the data derived during the year from monitoring the board's **Results** and **Operational Expectations** policies;
- b. Conclusions based upon the board's prior action during the year relative to the superintendent's reasonable interpretation of each **Result** policy and whether 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 according to the provisions of the **Operational Expectations** policies.
- d. An improvement plan addressing any deficiencies in superintendent progress toward achieving the Results
- e. An improvement plan addressing any deficiencies in superintendent performance within the boundaries established in the Operational Expectations policies.
- f. A summary of the superintendent's strengths and weaknesses relative to achievement of the Results policies and operation within the values stated in the Operational Expectations policies.
- g. Identified priorities for the coming year.

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.

*Adopted: 06-04-07; Revised 01-04-10; Revised 10-24-11*

**Monitoring Method:** *Board self-assessment*  
**Monitoring Frequency:** *Three times a year in December, May and June*