

## **Board of Education**

### **Board Monitors Performance**

The Board holds the Superintendent accountable for the performance of the entire district. Performance will be monitored systematically and rigorously against the Board's specified expectations of the Superintendent -- District accomplishment of the Board's Ends policies (Beliefs, Mission, Vision and Goal statements) and District operation within the boundaries established in Board policy that place limitations on the Superintendent's authority.

The Board will view District accomplishment of the Board's Ends policies and compliance with the Board's policies limiting the Superintendent's authority as successful Superintendent performance.

1. Monitoring will assess the degree to which Board policies are being carried out. Information that does not contribute to this purpose is not considered monitoring data.
2. The Board will acquire monitoring data on policies by one or more of three methods:
  - a. By internal report, through which the Superintendent reports compliance information to the Board
  - b. By external report, through which an external, impartial third party selected by the Board assesses compliance with Board policies
  - c. By direct Board inspection, through which the Board assesses compliance with the appropriate policy criteria.
3. Policies which direct the Superintendent will be monitored throughout the year at 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 on a schedule to be developed annually by the Superintendent in coordination with the Board President that is incorporated into the boards rolling calendar and meeting agendas.

In conjunction with the conclusion of the Board's annual planning cycle, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data derived during the year from monitoring Board policies on *Ends* and *Means Limitations*. A written composite evaluation document will be prepared by the Board. The Superintendent will have the opportunity to review the document before meetings with the Board in executive session. The report will be signed by the Superintendent and the Board President.

The evaluation document will consist of:

- a. A summary of the data derived throughout the year from monitoring the Board's policies

- b. Conclusions relative to whether Ends have been achieved or whether reasonable progress has been made toward its achievement.**
- c. Conclusions relative to whether the Superintendent has properly operated within the boundaries established in policies limiting the Superintendents authority.**
- d. An improvement plan addressing any insufficient progress toward meeting the ends.**
- e. An improvement plan addressing any deficiencies in operation within the boundaries.**
- f. A summary of the Superintendent's strengths and weaknesses relative to achievement of the *Ends* policies and operation within the boundaries established in the *Means Limitations* policies.**

**All employment decisions regarding the Superintendent remain within the sole and continuing discretion of the Board.**

CROSS REF: 2:130, 3:40

ADOPTED: March 21, 2006