

Book	Policy Governance Policies
Section	Board-Management Delegation
Title	Monitoring Superintendent Performance
Code	BMD 05
Status	Active
Adopted	February 1, 2001
Last Revised	January 15, 2019

Monitoring Superintendent Performance

The Board will view Superintendent performance as identical to organizational performance.

Accordingly:

1. Monitoring determines the degree to which Board policies are being met. Information not formally presented as monitoring data and that does not contribute to this purpose is not considered monitoring data.
2. The Board will acquire monitoring data on Ends, Executive Limitations and Organizational Culture by one or more of three methods:
 - a. By **internal report**, in which the Superintendent discloses information and certifies compliance 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 interpreted the Board policy being monitored and determination of whether reasonable progress is being made toward achieving the Board's Ends policies. The Board will make the final determination and identify whether reasonable progress is being made.
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:

Executive Limitations	Method	Frequency	Dates
EL-1 Global Executive Constraint	Internal Report	Annually	July
EL-2 Emergency Succession	Internal Report	Annually	January
EL-3 Treatment of Clients	Internal Report	Annually	March
EL-4 Staff Treatment	Internal Report	Annually	April
EL-5 Staff Compensation	Internal Report	Annually	May
EL-6 Staff Evaluation	Internal Report	Annually	August
EL-7 Budgeting/Financial Plan	Internal Report	Annually	June
EL-8 Financial Administration	Internal Report	Annually	October
EL-9 Asset Protection	Internal Report	Annually	September
EL-10 C and C to the Board	Internal Report	Annually	November

(Note: Annually it will be determined by the Board if information is required for direct Board inspection. This determination will occur at the meeting prior to which an

Executive Limitation is to be reviewed.)

5. Each June, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data collected during the year from the monitoring of Board policies on Ends and Executive Limitations and from other pieces of evidence related to Organizational Culture. 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:

- a. A summary of the data derived throughout the year from monitoring the Board's policies on Ends and Executive Limitations and other evidence related to Organizational Culture.
- b. 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.
- c. Conclusions based upon the Board's prior action during the year relative to whether the Superintendent has properly operated within the boundaries established in the Executive Limitations policies.
- d. Determination if the pieces of evidence related to Organizational Culture are sufficient.

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 within the sole and continuing discretion of the Board.

Adopted: February, 2001

Amended: April, 2006,

Amended: July, 2009

Amended: December, 2012

Amended: April 17, 2013

Amended: May 15, 2013

Amended: May/June 2013

Monitoring Method: Board Self-Assessment

Monitoring Frequency: Annually in May