

## Eden Prairie School Board Ends Policy Monitoring Process

The Board is accountable to the state and taxpayers for the District's performance. The Board is responsible for setting **Ends Policies** which state the results the Board expects to see accomplished for the District. These policies state what "good" is to be accomplished, for whom, at what cost.

The Superintendent is responsible for implementing the Ends Policies within specified Executive Limitations. One way the Board monitors district performance is by monitoring the **expected progress** toward achievement of the Ends Policies.

The Board monitors the Ends Policies in two phases, in accordance with Governance Process 4.2.3:

**In June**, prior to the upcoming school year, the Board monitors the Superintendent's **Operational Interpretation (OI)** of the Ends Policies, and whether the **evidence supports the OI**. (See below.)

**In October**, following the prior school year (Sept-June), the Board monitors the Superintendent's **assertion** of making **expected progress** toward achievement of the Ends Policies for that **prior** school year. (See below.)

### Prior to the Upcoming School Year

#### **Operational Interpretation (OI):**

In June, prior to the upcoming school year, the Superintendent is responsible for drafting/editing an **Operational Interpretation (OI)** for each of the Ends Policies.

This OI includes the Superintendent's

*Interpretation* of the policy, with an explicit explanation  
*Justification* for the reasonableness of the interpretation, and a  
*Measurement plan* which supports the interpretation.

Following a motion, second and discussion, the Board votes whether the Superintendent's Operational Interpretation is **reasonable** or **not reasonable**.

If the OI is voted **reasonable**, the OI constitutes the basis for the Superintendent's assertion of **expected progress** toward achievement of the Ends.

## Eden Prairie School Board Ends Policy Monitoring Process (cont'd.)

If the entire OI, or a portion of it, is voted **not reasonable**, further monitoring of the policy ceases, there is no vote on the evidence, and the Superintendent commits to bring back a revised OI for a revote, within a time period acceptable to the Board.

### **Sample Motions for the reasonableness of the Operational Interpretation:**

“I move that the Operational Interpretation is **reasonable**” *or*

“I move that the Operational Interpretation is **reasonable with the exception of...**” *or*

“I move that the Operational Interpretation is **not reasonable**”

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**Evidence:** data that justifies the Superintendent’s assertion of expected progress

If the Board votes that the Operational Interpretation is **reasonable**, the Board makes a motion, seconds, discusses and votes whether the measurement plan provides **evidence** which **supports** or does **not support** the Operational Interpretation.

If the evidence is voted as **supporting** the OI, it constitutes the data that justifies the Superintendent’s **assertion of expected progress** toward achievement.

If the entire evidence, or a portion of it, is voted as **not supporting** the OI, the Superintendent commits to bring back revised evidence, within a time period acceptable to the Board, for a revote.

### **Sample Motions for the Evidence supporting the Operational Interpretation:**

“I move that the Evidence **supports** the Operational Interpretation” *or*

“I move that the Evidence **supports** the Operational Interpretation **with the exception of...**” *or*

“I move that the Evidence **does not support** the Operational Interpretation”

## Eden Prairie School Board Ends Policy Monitoring Process (cont'd.)

### Following the End of the Prior School Year

#### **Superintendent's assertion:**

Following the end of the prior school year, the Superintendent drafts Ends Policies Monitoring Reports, and presents them to the Board in October of the current school year.

The Superintendent asserts that the evidence either **demonstrates expected progress** or **does not demonstrate expected progress** toward achievement of the Ends.

If the Superintendent asserts that the report **does not** demonstrate expected progress, the report should include a commitment as to when in the future the Board can expect the evidence to demonstrate expected progress. This may include a brief plan showing the Superintendent has a process in place. The Board does not "approve" the plan.

#### **Board acceptance of Ends Policies Monitoring Reports:**

Prior to a Board Meeting at which an Ends Policy will be monitored, the Superintendent sends his Monitoring Report with assertion to the Board. The Board may then ask **clarifying questions of the Superintendent**, but not offer an opinion, regarding the Superintendent's Ends Reports assertion.

Following a time for questions at the Board table, a motion is made, seconded and discussed, the Board votes to accept or not accept the Superintendent's monitoring report, with the assertion that the evidence either **demonstrates** or **does not demonstrate** expected progress toward achievement of the Ends Policy.

#### **Sample Motions for Ends Policies Monitoring Reports:**

"I move to **accept** the Superintendent's Report for Policy xx.xx with the assertion that the evidence **demonstrates** expected progress" *or*

"I move to **NOT accept** the Superintendent's Report for Policy xx.xx with the assertion that the evidence **demonstrates** expected progress" *or*

"I move to **accept** the Superintendent's Report for Policy xx.xx with the assertion that the evidence **does not demonstrate** expected progress"

**Board Member tips for monitoring an Ends Policy Monitoring Report:**

In the Operational Interpretation for a long-term End, look for what reasonableness will look like in stages.

Look for the use of rates, ratios, percentages, comparisons and trends over time.

Look for **verifiable evidence** of expected progress towards the achievement of Ends rather than the Superintendent's opinion or belief.

Look for evidence that the End is **actually being achieved**, rather than what is being done to try to achieve it.

If the Board votes that a policy did not demonstrate expected progress, the board should expect, within an agreed upon timeframe, the Superintendent to share the District's plan to achieve progress in the future

**Superintendent tips for drafting Ends Policies Monitoring Reports:**

Place raw numbers in context.

Provide the best evidence you have, even if not perfect, and discuss limitations. Identify a date by which better evidence will be available.

Summarize relevant evidence in key categories to provide "governance-friendly" information that gives evidence of expected progress and trends.

Make sure assertions are clearly visible in the report.

When asserting **not meeting expected progress toward achievement**, include a commitment as to when in the future the Board can expect the evidence to demonstrate expected progress, and a brief plan showing there is has a process in place.

### Ends Policy Monitoring Process

