

The Board considers Superintendent performance to be identical to district performance. District accomplishment of the Board's ***Results*** policies, and district 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 defined systematic monitoring process as outlined in its Annual Work Plan.
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 or reasonable progress based upon specific policy criteria.
3. The consistent performance standard for ***Operational Expectations*** policies shall be whether the Superintendent has:
  - a. reasonably interpreted the policy;
  - b. complied with the provisions of the Board policy.
4. The consistent performance standard for ***Results*** policies shall be whether the Superintendent has:
  - a. reasonably interpreted the policy;
  - b. made reasonable progress toward achieving the outcomes defined by the Board's ***Results*** policies.
5. The Board will make the final determination as to whether the Superintendent's interpretation is reasonable, whether the Superintendent has complied 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 or method 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 June, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data collected and decisions made by the Board during the year related to the monitoring of **Results** and **Operational Expectations** policies. The Board will prepare a written evaluation document consisting 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 **Results** 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.

Adopted: February 2, 2022

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually