

**MANSON SCHOOL DISTRICT
BOARD POLICY**

POLICY TYPE: BOARD-SUPERINTENDENT LINKAGE #2d
POLICY TITLE: MONITORING SUPERINTENDENT PERFORMANCE

Systematic and rigorous monitoring of Superintendent job performance will be solely against only the expected Superintendent job outputs: organizational accomplishment of Board policies on Ends and organizational operation within the boundaries established in Board policies on Executive Limitations.

Therefore, the Board will establish evaluative criteria and will be responsible for evaluating the performance of the superintendent as provided by statute and contract.

Accordingly:

1. Monitoring is simply to determine the degree to which Board policies are being met. Information that does not do this will not be considered to be monitoring information.
2. The Board will acquire monitoring data by one or more of three methods:
 - a. By internal report, in which the Superintendent discloses compliance information, along with the Superintendent’s justification for the reasonableness of interpretation.
 - b. By external report, in which an external, disinterested third party selected by the Board assesses compliance with policies, augmented with the Superintendent’s justification for the reasonableness the Superintendent’s interpretation; and
 - c. By direct Board inspection, in which a designated member or members of the Board assess compliance with policy, with access to the Superintendent’s justification for the reasonableness of the Superintendent’s interpretation.
3. In every case, the standard for compliance shall be *any reasonable interpretation by the Superintendent* of the Board policy being monitored. The Board is final arbiter of reasonableness, but will always judge with a “reasonable person” test rather than with interpretations favored by Board members or by the Board as a whole. ~~and~~
4. **Standard for compliance will be measured using the following rubric:**

Executive Limitations
a. Is in compliance
b. Is in compliance, with the following exceptions:
c. Not in compliance
d. Information presented is insufficient to decide, the board will take the following action:
Ends
a. The Superintendent has provided evidence that the district is making reasonable progress toward goals, the board commends the superintendent in the following areas:
b. The Superintendent has provided evidence that the district is making reasonable progress toward goals, a greater degree of progress is expected in the following areas:
c. The Superintendent is not showing evidence of reasonable organizational progress toward goals
d. Information presented is insufficient to decide, the board will take the following action:

5. All policies that instruct the Superintendent will be monitored at a frequency and by a method chosen by the Board. The Board can monitor any policy at any time by any method, but will ordinarily depend on a

routine schedule.

STANDARD	GOVERNANCE POLICY	METHOD
Standard 1, Strand 1	Ends	Internal
Standard 2, Strand 1	Ends	Internal
Standard 2, Strand 2	Treatment of Staff	Internal
Standard 3, Strand 1	Financial Planning & Budgeting, Financial Conditions and Activities, Asset Protection, Compensation and Benefits	Internal
Standard 3, Strand 2	Communication and Support	Direct Inspection
Standard 4, Strand 1	Treatment of Students & Parents or Guardians	Internal
Standard 4, Strand 2	Communication and Support	Direct Inspection
Standard 5, Strand 1	Asset Protection	Internal
Standard 6, Strand 1	Ends	Internal
Standard 6, Strand 2	Communication and Support	Internal

Reviewed/No Changes -02/25/08; Reviewed/No Changes - 02/23/09-; Reviewed/No Changes -02-26-10: Reviewed 02/22/11-No Changes; Reviewed 02/12-No Changes; Reviewed 02-24-14 No Changes. Reviewed 02-23-15, No Changes. Reviewed 02-22-16-No Changes; Reviewed 02/27/17-No Changes. Reviewed 02-26-18, No Changes. Reviewed 02-25-19, No Changes. Reviewed 10-26-20-No Changes. Reviewed and approved 11/23/20. Reviewed 02/22-No Changes; Approved 09-27-21; Reviewed 02-22-22-No Changes.