

Policy Type: Board/Superintendent Relationship**Superintendent Accountability**

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 its 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 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 July, the Board will conduct a formative evaluation of the Superintendent and will provide a written summary of its conclusions. Each December, 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: 1/12/16

Revised: 2/9/16

Revised: 5/24/16

Monitoring Method: *Board self-assessment*
Monitoring Frequency: *Annually*

Shorewood School District, Shorewood, WI

Policy Type: Board-Superintendent Relationship

**ANNUAL SUMMATIVE EVALUATION
of the Superintendent**

The Board’s Policy B/SR-5 provides that:

Each December 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 purpose of the annual evaluation of the Superintendent is to summarize the actions previously taken by the Board as it monitored *Results* and *Operational Expectations* policies during the year, and to draw conclusions on that basis.

<u>Operational Expectations Policy:</u>	<u>Date Monitored:</u>	<u>Board Disposition:</u>
OE-1 Global Operational Expectation		
OE-2 Emergency Superintendent Succession		
OE-3 Treatment of Community Stakeholders		
OE-4 Personnel Administration		
OE-5 Financial Planning		
OE-6 Financial Administration		
OE-7 Asset Protection		
OE-8 Communicating with the Board		
OE-9 Communicating with the Public		
OE-10 Instructional Program		
OE-11 Learning Environment		
OE-12 Facilities		

Results Policies:

Date Monitored:

Board Disposition:

Result-2

Result-3

Result-4

Result-5

Based upon the Board's prior monitoring of these policies and the on-going monitoring of the district's and the Superintendent's performance during the preceding year, the Board reaches the following summary conclusions relative to Superintendent performance:

Based upon the foregoing conclusions, the Board establishes the following priorities for the coming year:

Signed: _____
President of the Board

Date: _____

Signed: _____
Chief Executive Officer/Superintendent

Date: _____

Shorewood School District, Shorewood, WI