

SUPERINTENDENT EVALUATION

The School Board shall regularly evaluate the performance of the Superintendent to: fulfill an important aspect of the Board's oversight responsibilities; encourage effective educational leadership and management within the District; engage the District's chief administrative employee in an ongoing exchange of evaluative information and insight; and make necessary judgments about the employment and compensation of the Superintendent.

The Board considers Superintendent performance to be identical to district performance. District accomplishments 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 on 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 the 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 of Education will determine 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 a majority of the Board determines that conditions warrant monitoring at times other than those specified by the annual schedule.
7. The Board will conduct a formal summative evaluation of the Superintendent each year. The summative evaluation will be based on data collected and decisions made by the Board during the year related to monitoring **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 provision of the **Operational Expectations** policies

Cross References: Equal Opportunities, 411
Superintendent Accountability, BSR-5

Legal References: Wisconsin Statutes Section 118.24, 121.02(1)(a), 121.02(1)(b),
121.02(1)(q)
Administrative Rule PI 8.01(2)(a), PI 8.01(2)(q), PI34.003

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