



## BSR-5E Annual Summative Evaluation of the Superintendent

Policy Type: Board-Superintendent Relationship

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The Board's Policy BSR-5 #8 provides that:

By July 1 of each year, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data collected during the year from the monitoring of **Results** and **Operational Expectations** policies. The Board will prepare a written evaluation document.

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.

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<u>Operational Expectation Policy:</u>	<u>Date Monitored:</u>	<u>Board Disposition:</u>
EL-1 (External) Executive Constraint	8/22/2024	In compliance with an exception, on consent
OE-1 Global Operational Expectation	11/14/2024	In compliance with an exception, on consent
OE-2 Treatment of People	10/10/2024	In compliance
OE-3 Personnel Administration	9/12/2024	In compliance, on consent
OE-4 Financial Planning and Budgeting	8/22/2024	In compliance, on consent
OE-5 Financial Administration External	8/22/2024	In compliance with an exception, on consent
OE-5 Financial Administration Internal	8/22/2024	Brought back 9/12/2024
OE-5 Financial Administration Internal (revised)	9/12/2024	In compliance with an exception
OE-6 Asset Protection	8/22/2024	In compliance with an exception, on consent
OE-7 Emergency Superintendent Succession	9/12/2024	In compliance, on consent
OE-8 Communication/Support to Board	9/12/2024	In compliance with an exception

OE-9 Communicating with the Public	1/16/2025	In compliance
OE-10 Structure of Schools	9/26/2024	In compliance, on consent
OE-11 Student Discipline	11/14/2024	In compliance
OE-12 Learning Environment	12/12/2024	In compliance, with exceptions
OE-13 Facilities	10/24/2024	In compliance
OE-14 Instructional Program	11/14/2024	In compliance
OE-14 Instructional Program – emergency monitoring (School year 2024-25)	5/29/2025	Not accepted
OE-15 Technology	10/24/2024	In compliance
OE-16 Equity	3/13/2025	In compliance

**Results Policies:**

**Date Monitored:**

**Board Disposition:**

R-1 Mission Statement	June 10, 2025	Meets reasonable progress
R-2 Academics and Foundations	Feb 13, 2025	Meets reasonable progress
R-3 Civic Engagement	Mar 27, 2025	Meets reasonable progress
R-4 Life Management and Personal Awareness	May 8, 2025	Meets reasonable progress

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

*The Board is satisfied with Ms. Tow-Yick's leadership of the District for the academic year 2024-2025, specifically including the aforementioned performance results.*

Based upon the foregoing conclusions, the Board makes the following recommendations and decisions for the coming year:

*The Board hereby proposes to provide the Superintendent an updated contract for a total of three years.*

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
President of the Board

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent

December 14, 2005 – Adoption of Policy Governance  
March 7, 2012 – Monitored, no changes  
November 7, 2012 – Monitored, no changes  
August 5, 2013 – Monitored, no changes  
July 31, 2014 – Monitored, no changes  
May 9, 2018 – Revised and approved  
June 26, 2019 – Revised and approved  
September 22, 2022 – Monitored, revised  
July 11, 2024 – Converted to Coherent Governance

*See Ghanbari/Monitoring Reports 2024-25/BSR-5E Annual Summative Evaluation 2024-25*