

**POLICY TYPE:** Board-Management Delegation  
**POLICY TITLE:** 3.3 Superintendent Accountability and Performance

The School Board will view the Superintendent performance as identical to district performance on the School Board’s Ends and Executive Limitations policies.

3.3.1 The Superintendent’s performance will be evaluated through systematic and rigorous monitoring of the School Board’s Ends and Executive Limitations policies. The performance standard for Ends policies shall be whether the Superintendent has achieved expected progress toward achieving the Ends. The performance standard for Executive Limitations policies shall be whether the Superintendent has complied with the Executive Limitations.

3.3.2 In every case, the School Board will determine the reasonableness of the Superintendent’s interpretation. The School Board is the final arbiter of reasonableness but will always judge with a “reasonable person” test rather than with interpretations favored by School Board members or by the School Board as a whole.

3.3.3 In every case, the School Board will determine whether the data demonstrates expected progress towards the School Board’s Ends policies or compliance with the School Board’s Executive Limitations policies.

3.3.4 The School Board will acquire monitoring information by one or more of three methods:

- (a) by *internal report*, in which the Superintendent discloses interpretations and compliance information to the School Board;
- (b) by *external report*, in which an external, disinterested third party selected by the School Board assesses compliance with School Board policies; or
- (c) by *direct Board inspection*, in which a designated member or members of the School Board assess compliance with the appropriate policy criteria.

3.3.5 All Ends and Executive Limitations policies will be monitored at a frequency and by a method chosen by the School Board. The School Board can monitor any policy at any time by any method but will ordinarily depend on a routine schedule.

Adopted: 10/23/2012

Revised: 11/13/2012; 01/08/2013; 04/28/2015; 3/26/2018; 9/24/2018; 10/28/2019