

POLICY – BOARD MONITORING OF THE SUPERINTENDENT PERFORMANCE GP-9 PROCESS

The Board will monitor the Superintendent's performance consistently and thoroughly focusing on two key areas:

1. Reasonable progress towards achieving the Board's Ends (Strategic Outcomes) Policies, as defined in the Superintendent's Ends Policy Interpretation.
2. Compliance with the Board's Executive Limitations Policies, which define the boundaries of ethical and prudent operation.

Monitoring Purpose and Methods

1. The purpose of monitoring is to determine whether the Superintendent is fulfilling the Board's policies. Only information directly related to established policies will be used for monitoring purposes.
2. The Board may obtain monitoring data using the following methods:
 - Internal Reports: The Superintendent provides evidence to demonstrate compliance and achievement.
 - External Reports: An objective, qualified third party selected by the Board, evaluates compliance based on the Superintendent's policy interpretation.
 - Direct Board Inspection: The Board conducts its own assessment using the applicable policy criteria. This method is used selectively and judiciously, especially when specific expertise is required.

Performance Standards

For Executive Limitations: The Superintendent will be evaluated based on whether they have:

- Provided a reasonable interpretation of the policy and subpolicies;
- Complied with the defined provisions; and
- Supplied reasonable and credible evidence of compliance.

For Ends Policies:

The Superintendent will be evaluated based on whether they have:

- Provided a reasonable interpretation of the policy and subpolicies;
- Demonstrated reasonable progress toward the Board's Ends; and
- Supplied compelling, measurable evidence of progress.

Monitoring Schedule and Evaluation Use

- The Board will monitor each policy according to a defined annual schedule (Appendix I).
- However, the Board reserves the right to monitor any policy at any time, using any method.
- Monitoring reports will be reviewed and acted upon during regular Board meetings.
- This monitoring process will provide the foundation for the Board's formal, annual Superintendent Evaluation, which incorporates all relevant data collected throughout the year.

Ongoing Board Development

The Board commits to ongoing calibration of its monitoring practices. This includes regular discussion about the quality of Superintendent interpretations, evidence sufficiency, and alignment with district goals, including equity and student success outcomes.

Community Confidence

The monitoring process ensures public accountability and continuous improvement. In alignment with District equity goals, the Board will also consider how Superintendent performance impacts all student groups and supports inclusive, equitable outcomes.

APPENDIX I
MONITORING SUPERINTENDENT PERFORMANCE
Regular Monitoring Schedule Template

POLICY NUMBER	POLICY TITLE	MONTH	MONITORING METHOD	FREQUENCY
E-1	Ends (Strategic Outcomes/Results)			
1	Success in the Early Years			
2	Responsible, Resilient, Empowered Learners			
3	Critical Thinkers and Solution Seekers			
4	Continuous Growth – All Students, All Subjects			
5	Preparedness for Post-Secondary Success			
EL-1	General Executive Constraint			
EL-2	Financial and Budget Planning			
EL-3	Financial Condition			
EL-4	Asset and Facilities Protection			
EL-5	Vendor Relationships			
EL-6	Signing Authority and Authorization of Expenditures			
EL-7	Human Resources Parameters and Staff Relations			
EL-8	Staff Conduct and Transparency			
EL-9	Relationship with Students /Families			
EL-10	Academic Program Standards and Practices			
EL-10.5	Advanced Academic Programs			
EL-12	Student Conduct and Discipline			
EL-13	Communication, Reporting and Support to the Board			
EL-14	Corporate Identity, Communications, and Public Image			
EL-15	Emergency Executive Succession Plan			

Adopted: February 13, 2018

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