



BSR-5E Annual Summative Evaluation of the Superintendent

Policy Type: Board-Superintendent Relationship

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.

<u>Operational Expectation Policy:</u>	<u>Date Monitored:</u>	<u>Board Disposition:</u>
OE-1 Global Operational Expectation	8/21/2025	In compliance with an exception, on consent
OE-2 Treatment of People	10/9/2025	In compliance with an exception
OE-3 Personnel Administration	9/11/2025	In compliance, on consent
OE-4 Financial Planning and Budgeting	8/21/2025	In compliance, on consent
OE-5 Financial Administration	8/21/2025	In compliance with an exception, on consent
OE-6 Asset Protection	8/21/2025	In compliance with an exception, on consent
OE-7 Emergency Superintendent Succession	9/11/2025	In compliance, on consent
OE-8 Communication/Support to Board	9/11/2025	In compliance
OE-9 Communicating with the Public	1/29/2026	In compliance
OE-10 Structure of Schools	9/25/2025	In compliance
OE-11 Student Discipline	11/13/2025	In compliance
OE-12 Learning Environment	12/11/2025	Not in compliance

OE-13 Facilities	10/23/2025	In compliance
OE-14 Instructional Program	1/15/2026	In compliance, with an exception
OE-15 Technology	10/23/2025	In compliance, with an exception
OE-16 Equity	3/11/2026	In compliance
OE-17 Sustainability	4/9/2026	In compliance

<u>Results Policies:</u>	<u>Date Monitored:</u>	<u>Board Disposition:</u>
R-1 Mission Statement	6/9/2026	Meets reasonable progress
R-2 Academics and Foundations	2/12/2026	Meets reasonable progress
R-3 Civic Engagement	3/26/2026	Meets reasonable progress
R-4 Life Management and Personal Awareness	5/28/2026	Meets reasonable progress

Based upon the Board's prior acceptance of these reports and the on-going monitoring of the organization'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 2025-2026, 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 extend the Superintendent's contract by one additional year, 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
September 25, 2025 – Revised and approved

See Ghanbari/Monitoring Reports 2025-26/BSR-5E Annual Summative Evaluation 2025-26