Record of Board Self-Evaluation
Governance Process and Board Management Delegation Policies

July 1, 2025–June 30, 2026

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.

POLICY		METHOD	FREQUENCY	MONTH
Ends				
1.0	Eden Prairie public schools exist so that each student obtains an outstanding education that prepares them for their next stage of life in a manner that justifies the resources expended.	Internal	Annually	
1.1	Each student graduates and is academically prepared to progress to multiple opportunities after high school.	Internal	Annually	
1.2	Each student is reading at grade level by the end of third grade.	Internal	Annually	
1.3	Each student achieves individual growth and proficiency expectations annually in, but not limited to, Language Arts, Math, and Science.	Internal	Annually	
1.4	Each student receives a broad-based education that exceeds the Minnesota State Graduation Requirements.	Internal	Annually	
1.5	Each student has the 21st century skills needed to succeed in the global economy.	Internal	Annually	
1.6	Each student has the knowledge that citizens and residents of the United States need to contribute positively to society.	Internal	Annually	
Executive Limitations				
2.0	Global Executive Constraint	Internal	Annually	
2.1	Emergency Superintendent Succession	Internal	Annually	
2.2	Treatment of Students	Internal	Annually	
2.3	Treatment of Parents	Internal	Annually	
2.4	Treatment of Staff	Internal	Annually	
2.5	Financial Planning and Budgeting	Internal	Annually	
2.6	Financial Management and Operations	Internal	Annually	
2.7	Asset Protection	Internal	Annually	
2.8	Compensation and Benefits	Internal	Annually	

2.9	Communication and Support to the School Board	Internal	Annually	

Policy	Date of Self-Evaluation	Board Behavior Fully Compliant	Board Behavior needing Improvement or opportunity for continuous improvement	Commitment Made/Action Taken	Completed
3.3 Superintendent Accountability and Performance	Sept 28, 2026				
3.3.1	Sept 28, 2026				
3.3.2	Sept 28, 2026				
3.3.3	Sept 28, 2026				
3.3.4	Sept 28, 2026				
3.3.4	Sept 28, 2026				

Adopted: 10/23/12
Revised: 11/13/12; 01/08/13; 04/28/15; 3/26/18; 9/24/18; 10/28/19