

Policy Type: Board/Superintendent Relationship**Monitoring Superintendent Performance**

Superintendent job performance will be monitored systematically and rigorously against the only Superintendent job expectations: organizational accomplishment of Board's *Ends* policies and organizational operation within the boundaries established in the Board's *Executive Limitations* policies.

Accordingly:

1. Monitoring determines the degree to which board policies are being met. Information that does not contribute to this purpose is not considered monitoring data.
2. The Board will acquire monitoring data on *Ends* and *Executive Limitations* policies by one or more of three methods:
 - a. By internal report, in which the Superintendent discloses compliance information to the Board
 - b. By external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies
 - c. By direct Board assessment, in which the Board assesses compliance by comparing the appropriate policy criteria with results achieved or means used
3. Each *Ends* or *Executive Limitations* policy being monitored will be placed on the Board's agenda as a discussion item to discuss whether:
 - a. The policy continues to reflect the Board's values
 - b. Reasonable progress is being made toward achievement of *Ends*
 - c. The superintendent is operating within the parameters set forth in *Executive Limitation* policies
 - d. The monitoring data, method and frequency are meeting the Board's needs

If the policy does not reflect the Board's values, the Board will revise the policy or place it on a future Board meeting agenda for discussion.

If the monitoring data is not meeting the Board's needs, the Board will revise the monitoring information on the policy to include more specific instruction.

4. All policies which instruct the Superintendent will be monitored at the frequency and method stated in each policy. However, at its discretion, the Board may monitor any policy at any time by any method.
5. Each October **the Board will conduct a formal summative evaluation of the Superintendent.** The summative evaluation will be based upon data derived during the year from monitoring Board policies on *Ends* and *Executive Limitations* . **A written evaluation document will be prepared by the Board. The Superintendent will have the opportunity to review the document with the Board in executive session. The report will be signed by the Superintendent and the president of the Board.**

The evaluation document will consist of:

- a. A summary of the data derived throughout the year from monitoring the Board's policies on *Ends* and *Executive Limitations*
- b. **Conclusions relative to whether each end (goal) has been achieved or whether reasonable progress has been made toward its achievement**
- c. **Conclusions relative to whether the Superintendent has properly operated within the boundaries established by the Board in the *Executive Limitations* policies**
- d. **An improvement plan addressing any insufficient progress toward meeting the ends (goals)**
- e. **An improvement plan addressing any deficiencies in operation within the boundaries established by the Board in the *Executive Limitations* policies**
- f. **A summary of the Superintendent's strengths and weaknesses relative to achievement of the *Ends* policies (goals) and operation within the boundaries established by the Board in the *Executive Limitations* policies**

Nothing in this policy will be construed to imply in any manner the establishment of any personal rights not explicitly established by statute, Board policy or contract. All employment decisions regarding the Superintendent remain within the sole and continuing discretion of the Board.

Adopted: August 2005

LEGAL REFS.: C.R.S. 22-9-101 *et seq.* (*licensed personnel performance evaluation act*)

Monitoring Method: Board self-assessment
Monitoring Frequency: October