

Policy Type: Board/Superintendent Relationship

Monitoring Superintendent Performance

Superintendent job performance will be monitored systematically against only the Superintendent job expectations: organizational accomplishment of Board’s *Results* policies, and organizational operation within the boundaries established in the Board’s *Executive Limitations* policies. The Board will view Superintendent performance as being reflective of organizational performance.

Accordingly:

1. Monitoring determines the degree to which board policies are being met. Information that does not contribute directly to this purpose is not considered monitoring data
2. The Board will acquire monitoring data on *Results* and *Executive Limitations* policies by one or more of three methods:
 - a. By **internal report**, in which the Superintendent discloses and certifies 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 inspection**, in which the Board assesses compliance with the appropriate policy criteria
3. In every case, the standard for compliance shall be whether the Superintendent has reasonably interpreted the Board policy being monitored. The Board will make the final determination as to whether a Superintendent interpretation is reasonable.
4. All policies which instruct the Superintendent will be monitored on schedule and by a method chosen by the Board. The Board may monitor any policy at any time by any method, but as a rule will depend upon the following schedule and method:

Operational Expectations Polices	Method	Frequency
<i>EL-1 Global Executive Constraint</i>	Internal	Annual
<i>EL-2 Emergency Superintendent Succession</i>	Internal	Annual
<i>EL-3 Treatment of Stakeholders</i>	Internal	Annual
<i>EL-4 Staff Treatment</i>	Internal	Annual
<i>EL-5 Staff Compensation</i>	Internal	Annual
<i>EL-6 Staff Evaluation</i>	Internal	Annual
<i>EL-7 Budgeting/Financial Planning</i>	Internal / external	Twice annually
<i>EL-8 Financial Administration</i>	Internal	Twice annually

<i>EL-9 Asset Protection</i>	Internal	Twice annually
<i>EL-10 Communication and Counsel to the Board</i>	Internal	Twice annually
<i>EL-11 Annual Report</i>	Internal	Annual
<i>EL-12 Academic Program</i>	Internal	Annual
<i>EL-13 Instructional Materials Selection</i>	Internal	Annual
<i>EL-14 Annual Calendar</i>	Internal	Annual
<i>EL-15 Student Learning Environment/Discipline</i>	Internal	Annual

5. As required by statute (NDCC §15.1-14-03), the Board will conduct an evaluation of the Superintendent each November and a second evaluation each March. The second evaluation will be based upon data collected during the year from the monitoring of Board policies on *Results* and *Executive Limitations*. The Board will prepare a written evaluation document which will be reviewed by the Superintendent and the Board.

The evaluation document will consist of:

- a. A summary of the data derived during the year from monitoring the Board's policies on *Results* and *Executive Limitations*
 - b. Conclusions based upon the Board's prior action during the year relative to whether each *Result* has been achieved or whether reasonable progress has been made toward its achievement
 - c. Conclusions based upon the Board's prior action during the year relative to whether the Superintendent has operated properly within the boundaries established by the *Executive Limitations* policies
 - d. A summary of the Superintendent's strengths and weaknesses relative to achievement of the *Results* policies and operation within the boundaries established in the *Executive Limitations* policies
6. Each May the Superintendent will be evaluated based upon the actions taken during the preceding school year to address the Board's strategic plan. The actions reviewed will be those identified within the annual operational plan agreed upon by the Superintendent and Board at the start of the school year.

Nothing in this policy is intended to imply the establishment of any personal rights not explicitly established by statute, contract or Board policy. All employment decisions related to the Superintendent remain the sole discretion of the Board.

Monitoring Method: *Board self-assessment*
Monitoring Frequency: *Formative: December*
Summative: March and June

Fargo Public Schools Board of Education