

BSL 1.4 Monitoring Superintendent Performance

Systematic and rigorous monitoring of Superintendent job performance will be solely against the only expected Superintendent job outputs: accomplishment of Board policies on Ends and organizational operation within the boundaries established in Board policies on Executive Limitations.

Accordingly:

1.4.1 Monitoring is simply to determine the degree to which Board policies are being met. Data that **does** not do this will not be considered to be monitoring data.

1.4.2 The Board will acquire monitoring data by one or more of three methods:

1.4.2.1 by internal report, in which the Superintendent discloses compliance information to the Board;

1.4.2.2 by external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies; and

1.4.2.3 by direct Board inspection, in which a designated member or members of the Board assess compliance with the appropriate policy criteria.

1.4.3 In every case, the standard for compliance shall be any reasonable Superintendent interpretation of the Board policy being monitored. The Board is the final arbiter of reasonableness, but will always judge with a “reasonable person” test rather than with interpretations favored by Board members or even by the Board as a whole.

1.4.4 All policies that instruct the Superintendent will be monitored at a frequency and by a method chosen by the Board. The Board can monitor any policy at any time by any method, but will ordinarily depend on a routine schedule. **It is also reasonable for the Superintendent to give a schedule for the Board to review and approve, if the Board determines that method is most appropriate.**

1.4.5 In the event a Board member suspects the Superintendent has violated a policy; the Board will seek to resolve the matter by the following process:

1.4.5.1 If a Board member believes a violation has occurred; he or she may inform the Superintendent directly.

1.4.5.2 Suspected substantial violations shall be brought before the entire Board to determine if direct Board inspection or policy revision is warranted.

1.4.6 Monitoring Report Schedule

Frequency and Report Date for monitoring Board End/Goal Statements and Executive limitations shall be determined annually by the Board of Education for the upcoming year, and no later than **July 31 the first regular meeting** of each **subsequent school** year.

Date Adopted/Last Revised: 12.13.22

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