

POLICY TYPE: BOARD-SUPERINTENDENT LINKAGE

POLICY TITLE: MONITORING SUPERINTENDENT PERFORMANCE

Monitoring Superintendent performance is synonymous with monitoring organizational performance against Board policies on Ends and Executive Expectations. Any evaluation of Superintendent performance, formal or informal, may be derived only from these monitoring data.

1. The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Information which does not do this will not be considered to be monitoring. The monitoring process will use a minimum of Board time so that meetings can be used to create the future rather than the past.
2. A given End may be monitored in one or more of three ways:
 - A. Internal report: Disclosure of compliance information to the Board from the Superintendent.
 - B. External report: Discovery of compliance information by a disinterested, external auditor, inspector or judge who is selected by and reports directly to the Board. Such reports must assess Superintendent performance only against policies of the Board, not those of the external party unless the Board has previously indicated that party's opinion to be the standard.
 - C. Direct Board inspection: Discovery of compliance information by a Board member, a committee or the Board as a whole. This is a Board inspection of documents, activities or circumstances directed by the board which allows a "prudent person" test of policy compliance.

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3. Upon the choice of the Board, any policy or End can be monitored through the Superintendent. For regular monitoring, however, each Ends and Executive Expectations policy will be classified by the Board according to frequency.
4. The Board will formally evaluate the Superintendent's performance on an agreed-to schedule, but not less than on an annual basis.