



Title: **BSR 3.4 -- Monitoring Superintendent Performance**

Code: 3.4

Section: 3. BSRs -- Board-Superintendent Relationship

Superintendent job performance will be monitored systematically against the Superintendent job goals/expectations, reasonable progress toward organizational accomplishment of the Board of Education's Ends policies and the success of organizational operation within the limits established in the Board of Education's Executive Limitations policies (see GP 3.3).

The Board intends that the Superintendent's personal and professional conduct and leadership will establish a climate of excellence that promotes the highest expectations and outcomes for primary and secondary education within Academy District 20.

Accordingly:

1. Monitoring determines the degree to which Board policies are being met. Information that does not address policy compliance and effectiveness will not be considered in evaluating the Superintendent's performance.
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 policy interpretations and compliance information to the Board:
 1. For long-term Ends, the interpretation will include proposed annual "success indicators."
 - B. By external report, in which an external, disinterested third party (or parties) selected by the Board assesses progress or compliance with Board policies (as described in GP 3.3):
 - C. By direct inspection, in which the whole Board of Education or a duly authorized Board committee or member(s) formally assesses progress or compliance with the appropriate policy criteria (as described in GP 3.3).
3. The consistent performance standard for Executive Limitations policies shall be whether the Superintendent reasonably interpreted and acted within the scope and intent of the Board policy being monitored. For Ends policies, the standard shall be whether the Superintendent

reasonably interpreted and whether reasonable progress has been made toward achieving Board goals consistent with the District’s mission and vision statements. The Board will make the final determination as to whether Superintendent interpretations are reasonable, consistent with Board intent, in compliance with Executive Limitations or Ends policies and whether reasonable progress has been made. In doing so, the Board will apply the “reasonable person” standard.

4. Actions determined to not comply with a reasonable interpretation and intent of Board policies will be subject to remediation using a process agreed to by the Board.

5. All policies will be monitored on a schedule and by a method chosen by the Board. The Board may monitor the performance associated with any policy at any time by any of the three methods cited above, but as a general rule will depend upon the following schedule and method:

Policy 1.0 Global ENDS	Method	Frequency	MONTH
1.1 Knowledge/Skills	Internal	Annually	December
1.2 Character	Internal	Annually	April
Policy (EXECUTIVE LIMITATIONS)	Method	Frequency	MONTH
2.0 Global Executive Constraint	Internal	Annually	October
2.1 Treatment of Students	Internal	Annually	August
2.2 Treatment of Parents & Patrons	Internal	Annually	September
2.3 Treatment of Staff	Internal	Annually	October
2.4 Financial Condition & Activities	Internal	Monthly	Jan-Dec
	External	Annually	December
2.5 Asset Protection	Internal	Annually	June
2.6 Financial Planning & Budgeting	Internal	Annually	August
2.7 Employment, Compensation & Benefits	Internal	Annually	March

2.8 Emergency Superintendent Succession	Internal	Annually	February
2.9 Communication & Support to the Board	Internal	Annually	January
2.10 District Calendar	Internal	Annually	June

6. A mid-year evaluation will be conducted by the Board on or about January 15 of each calendar year. The mid-year evaluation will be based upon a review of the Board’s monitoring judgments during the year from the monitoring of Ends and Executive Limitations policies. The Board will prepare a mid-year written evaluation document. The Superintendent and the Board will review the document in Executive Session. The evaluation document will consist of:

- A. A summary of the Board’s determinations during the year from monitoring the Board’s Ends and Executive Limitations policies,
- B. A summary of insufficient progress toward meeting the Ends policies and operating within the limits of the Executive Limitations policies, and
- C. An end-of-year written evaluation conducted between June 15 and July 31 of each year.

7. Superintendent remuneration will be decided during the month of May (to be effective July 1st) based on the summary/review taking place the previous January. The Board may also take into consideration any subsequent monitoring judgments of the Board.

Date Adopted/Last Revised: October 1, 2009, January 20, 2011, September 15, 2011, March 19, 2015, February 18, 2016, June 15, 2017, June 20, 2019, June 6, 2024, June 12, 2025

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