



MANSON SCHOOL DISTRICT BOARD POLICY

POLICY TYPE: BOARD-SUPERINTENDENT LINKAGE

POLICY TITLE: MONITORING SUPERINTENDENT PERFORMANCE

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

Therefore, the Board will establish evaluative criteria and will be responsible for evaluating the performance of the superintendent as provided by statute and contract.

Accordingly:

1. Monitoring is simply to determine the degree to which Board policies are being met. Information that does not do this will not be considered to be monitoring information.
2. The Board will acquire monitoring data by one or more of three methods:
 - a. By internal report, in which the Superintendent discloses compliance information, along with the Superintendent's justification for the reasonableness of interpretation.
 - b. By external report, in which an external, disinterested third party selected by the Board assesses compliance with policies, augmented with the Superintendent's justification for the reasonableness the Superintendent's interpretation; and
 - c. By direct Board inspection, in which a designated member or members of the Board assess compliance with policy, with access to the Superintendent's justification for the reasonableness of the Superintendent's interpretation.
3. The consistent performance standard for Executive Limitations and Expectations Policies shall be whether the Superintendent has:
 - a) Reasonably interpreted the policy and its subparts;
 - b) Complied within the provisions of the Board policy being monitored as outlined in the Superintendent's Policy Interpretation; and
 - c) Provided reasonable evidence of compliance.
4. The consistent performance standard for Ends (Strategic Outcomes) Policies shall be whether the Superintendent has:
 - d) Reasonably interpreted the policy and its subparts;
 - e) Achieved annual outcomes targets of reasonable progress toward achieving the Board's Ends Policies (as outlined in the Superintendent's Ends Interpretation; and
 - f) Provided reasonable evidence of Ends achievement.
5. Standard for compliance will be measured using the following rubric:

Executive Limitations and Expectations

- a. Is in compliance
- b. Is in compliance, with the following exceptions:
- c. Not in compliance
- d. Information presented is insufficient to decide, the board will take the following action:

Ends

- a. The Superintendent has provided evidence that the district is making reasonable progress toward goals, the board commends the superintendent in the following areas:
- b. The Superintendent has provided evidence that the district is making reasonable progress toward goals, a greater degree of progress is expected in the following areas:
- c. The Superintendent is not showing evidence of reasonable organizational progress toward goals
- d. Information presented is insufficient to decide, the board will take the following action:

All policies directing the Superintendent will be monitored according to the defined schedule. The Board may monitor any policy at any time by any method, but ordinarily will depend upon the regular schedule and method (see the Annual Monitoring Schedule in Appendix 1 below).

Monitoring of Executive Expectations and Limitations and Ends Policies will be included for presentation, discussion, and approval on the Board agenda according to the schedule.

Monitoring data presented to and evaluated by the Board will form a significant component of the Annual Superintendent Performance Evaluation.

The Board will annually conduct a formal performance evaluation of the Superintendent. The evaluation will be prepared, based upon the content of Board response documents from the Monitoring of the Superintendent process.

Appendix 1

POLICY NUMBER	GOVERNANCE POLICY TITLE	MONTH	MONITORING METHOD	FREQUENCY
	Academic Ends Reading Math Grade 5 Algebra Science Growth Post-Secondary Pathway Completion	Nov 2024 then September October November December June March March	Internal	Annual
	Social Skills Ends Personal Growth Professional Growth	January February	Internal	Annual
	Personal Skills Ends As Individuals As Members of the Community	April May	Internal	Annual

EL-c	Financial Planning & Budgeting, Financial Conditions and Activities, Asset Protection, Compensation and Benefits Ends Focus on Grants	August	Internal	Annual
EL-d		March		
EL-f		October		
EL-g		April		
EL-i		January		
EL-h	Communication and Support	February	Direct Inspection	Annual
EL-a	Treatment of People	May	Internal	Annual
EL-b	Treatment of Staff	April	Internal	Annual
EL-e	Emergency Superintendent Succession	September	Internal	Annual
EL-j	General Executive Constraints	February	Internal	Annual
EL-k	Student Discipline	June	Internal	Annual
EE-a	Learning Environment	December	Internal	Annual
EE-b	Instructional Program	November	Internal	Annual