

### **Superintendent Accountability**

The Board considers the Superintendent's performance to be identical to organizational performance. Organizational accomplishment of the Board's **Results** policies and operation according to the values expressed in the Board's **Operational Expectations** policies will be considered successful Superintendent performance. These two components define the Superintendent's job responsibilities. Superintendent performance will be monitored systematically against these job responsibilities.

1. The Board will determine organizational performance based upon a systematic monitoring process.
2. The Board will acquire monitoring data on **Results** and **Operational Expectations** policies by one or more of three methods:
  - a. By **Internal Report**, in which the Superintendent submits information that certifies and documents to the Board compliance or reasonable progress;
  - b. By **External Review**, in which an external third party selected by the Board assesses compliance or reasonable progress with applicable Board policies;
  - c. By **Board Inspection**, in which the whole Board or a committee duly charged by the Board formally assesses compliance with or reasonable progress on the appropriate policy criteria.
3. The consistent performance standard for **Operational Expectations** policies shall be whether the Superintendent has:
  - a. reasonably interpreted the policy and its subparts;
  - b. complied with the provisions of the Board policy being monitored.
4. The consistent performance standard for **Results** policies shall be whether the Superintendent has:
  - a. reasonably interpreted the policy and its subparts;
  - b. made reasonable progress toward achieving the Board's defined **Results** policies.
5. All policies that instruct the Superintendent will be monitored according to a schedule and by a method chosen by the Board and included in the Board's annual work plan. The Board may monitor any policy out of this defined sequence, if it is determined by a majority of the Board that conditions warrant monitoring at times other than those specified by the annual schedule.

6. Each January and June there shall be an informal review of the Superintendent's work performance. Each October, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data collected during the year from the monitoring of **Results** and **Operational Expectations** policies. The Board will prepare a written evaluation document.

The evaluation document will consist of:

- a. A summary of the data derived during the year from monitoring the Board's **Results** and **Operational Expectations** policies;
- b. Conclusions based upon the Board's prior action during the year relative to the Superintendent reasonable interpretation of each **Result** policy and 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 reasonably interpreted and operated according to the provisions of the **Operational Expectations** policies.
- d. The Superintendent shall provide the Board with an annual self-reflection/evaluation of performance; and
- e. The Board may consider the Superintendent's self-reflection, along with the Board Monitoring Reports and its overall perspective of the Superintendent's leadership of the District.

**Legal Reference:**

**EDUCATION CODE**

*35010 Control of district; prescription and enforcement of rules*

*35028 Qualification for employment as superintendent*

*35029 Waiver of credential requirements*

*35029.1 Hiring for position of chief administrative officer of school district; prohibition with regard to revoked credentials*

*35031 Term of employment*

*35035 Additional powers and duties of superintendent*

*35044 Payment of travel expenses of representatives of board*

*35160 Authority of governing boards commencing January 1, 1976*

*35250 Duty to keep certain records and reports*

Adopted: April 24, 2007

Revised: March 10, 2015

Revised: June 23, 2022

Revised: August 9, 2022

**Monitoring Method:** **Board self-assessment**

**Monitoring Frequency:** **Annually**