

POLICY – BOARD MONITORING OF THE SUPERINTENDENT PERFORMANCE PROCESS GP-9

The Superintendent's performance will be systematically and rigorously monitored against two expectations:

1. Reasonable progress towards accomplishing the Board's Ends (Strategic Outcomes) Policies, as defined specifically by the Superintendent's Ends Policy Interpretation and,
2. Organizational operation within the boundaries of the Board's Executive Limitations policies (boundaries of ethics and prudence).

Accordingly:

1. Monitoring determines the degree to which Board policies are being met. Information that does not contribute directly to this purpose is not considered Board monitoring of the Superintendent data.
2. The Board may acquire monitoring data on Ends and Executive Limitations policies by and of the three methods, including:
 - 2.1 Internal Report: In which the Superintendent reports on evidence to demonstrate achievement and compliance with Board policy.
 - 2.2 External Report: In which an objective, qualified third party selected by the Board assesses compliance with Board policies using the Superintendent's policy interpretation as the benchmark.
 - 2.3 Direct Board Inspection: In which the Board directly assesses compliance with the appropriate policy criteria. (Note: The Board always has the right to use this method; however, uses it very judiciously as often the Board does not have the specific expertise or exposure in order to conduct such direct monitoring).
3. The consistent performance standard for Executive Limitations 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:
 - a) Reasonably interpreted the policy and its subparts;
 - b) Achieved annual outcomes targets of reasonable progress toward achieving the Board's Ends Policies (as outlined in the Superintendent's Ends Interpretation; and
 - c) Provided reasonable evidence of Ends achievement.
5. 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).

6. Monitoring of Executive Limitations and Ends Policies will be included for presentation, discussion, and approval on the Board agenda according to the schedule.
7. Monitoring data presented to and evaluated by the Board will form a significant component of the Annual Superintendent Performance Evaluation.
8. 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 I
MONITORING SUPERINTENDENT PERFORMANCE
Regular Monitoring Schedule Template

POLICY NUMBER	POLICY TITLE	MONTH	MONITORING METHOD	FREQUENCY
E-1	Ends (Strategic Outcomes/Results)			
	1 Success in the Early Years			
	2 Responsible, Resilient, Empowered Learners			
	3 Critical Thinkers and Solution Seekers			
	4 Continuous Growth – All Students, All Subjects			
	5 Preparedness for Post-Secondary Success			
EL-1	General Executive Constraint			
EL-2	Financial and Budget Planning			
EL-3	Financial Condition			
EL-4	Asset and Facilities Protection			
EL-5	Vendor Relationships			
EL-6	Signing Authority and Authorization of Expenditures			
EL-7	Human Resources Parameters and Staff Relations			
EL-8	Staff Conduct and Transparency			
EL-9	Relationship with Students /Families			
EL-10	Academic Program Standards and Practices			
EL-10.5	Advanced Academic Programs			
EL-12	Student Conduct and Discipline			
EL-13	Communication, Reporting and Support to the Board			
EL-14	Corporate Identity, Communications, and Public Image			

POLICY NUMBER	POLICY TITLE	MONTH	MONITORING METHOD	FREQUENCY
EL-15	Emergency Executive Succession Plan			

Adopted February 13, 2018 North Thurston Public Schools Board of Directors