

Policy Type: Board/Superintendent Relationship**Superintendent Accountability**

The Board considers Superintendent performance to be identical to district performance. District 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, and are the basis for the Superintendent's performance evaluation.

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. The Board will make the final determination as to whether Superintendent interpretation is reasonable, whether the Superintendent is in compliance

and whether reasonable progress has been made. In doing so, the Board will apply the “reasonable person” standard.

6. All policies that instruct the Superintendent will be monitored according to a schedule and by a method determined 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.
7. Each February, 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’s 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.
8. During any Superintendent’s first two years of employment, the board will conduct a formative evaluation in November and a summative evaluation in February. During any Superintendent’s contract of employment, following the second year, the Board will conduct one summative evaluation in February.

Adopted: March 3, 2009

Amended: October 25, 2010

Monitoring Method: *Board self-assessment*
Monitoring Frequency: *Annually in February*

Hutchinson, KS USD 308 Board of Education

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