

## Policy Type: Board/Superintendent Relationship

### Superintendent Evaluation

B/SR-3

The purpose of the Superintendent evaluation is for the Board to assess the Superintendent's compliance with satisfying the Board policies and make conclusions with respect to the District's performance and consequently the Superintendent's performance. The Superintendent's performance is monitored using the District's outcomes from the End's reports and the adherence to the limitations from the *Executive Limitations* reports.

1. With respect to the periodic monitoring of the Ends and Executive Limitations:
  - a. The Board will acquire monitoring data on *Ends* and *Executive Limitations* policies by one or more of three methods:
    - i. *Internal report*, in which the Superintendent reports information to the Board,
    - ii. *External report*, in which a disinterested third party reports information to the Board,
    - iii. *Direct Board inspection*, in which the Board uses appropriate and relevant information.
  - b. Information that does not address the Ends or Executive Limitations policies will not be considered.
  - c. The standard for evaluation is whether the Superintendent has met the goals of the Ends policies and not violated the Executive Limitations policies. The Board will vote on a monitoring response (B/SR-3.1.1) for each monitoring report within a reasonable time after the monitoring report is presented to the Board.
  - d. All Ends and Executive Limitations policies will be monitored on a schedule. The Board, by majority vote, may monitor any policy at any time by any method, but ordinarily will monitor every policy at least annually as established in the Board Calendar (GP-7.1)
2. At the conclusion of the Board's annual evaluation cycle, approximately June, the Board will conduct a formal written evaluation of the Superintendent. The evaluation will be based on a compilation of the Ends and Executive Limitations monitoring reports (B/SR-3.1.1) and will be reported as the Board Annual Evaluation of the Superintendent (B/SR-3.1). The Superintendent and the Board will review the annual evaluation in executive session. At the conclusion the annual review will signed by the Superintendent and the Board President and posted to the District website.

3. The Board and Superintendent will conduct an informal, verbal mid-year review at the winter Board retreat in mid-January to mid-March. The mid-year review should be consistent policies for the annual review.

**Approved by:** *School Board*

**Regular Board Policy Review Frequency:** *Annually*

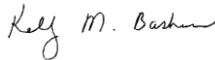
**Monitoring of Superintendent Frequency:** *Annually*

**Approved:** *9/10/09* **Reviewed/Revised:** *2/14/13; 2/27/14; 12/11/14 (renumbered; previously B/SR-5); 11/10/21*

**Superintendent/Board Signatures:**



Greg Baker, Superintendent



Kelly M. Bashaw, Director



Douglas Benjamin, Director



Camille Diaz Hackler, Director



Jenn Mason, Director



Katie Rose, Director