

Northview Public Schools

Board of Education

Policy Type: Board – Superintendent Relationship

Policy Title: 2.4 Monitoring Superintendent Performance

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Monitoring information that supports the Board in assessing District performance upon Ends policies and Superintendent adherence to Limitations policies are systematically gathered by the Board and considered to be the only evaluation of the Superintendent's performance.

Accordingly:

1. Monitoring is simply to determine the degree to which Board policies are being met. Data that do not accomplish this are not considered to be monitoring data.
2. The Board acquires monitoring data by one or more of three methods: (a) by internal report, in which the Superintendent discloses compliance information to the Board, (b) by external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies, which may include a reasonable reporting assessment tool (c) by direct Board inspection, in which a designated member or members of the Board assess compliance with the appropriate policy criteria.
3. In every case, the standard for compliance shall be any reasonable Superintendent interpretation of the Board policy being monitored, which shall only be a policy in the Ends or Operating Limitations categories. The Board is final arbiter of reasonableness, but will always judge with a "reasonable person" test rather than with interpretations favored by Board members or by the Board as a whole.
4. Reports, internal or external, shall be either monitoring reports, monitoring assurances, or other monitoring data. Full reports shall be provided according to the monitoring report schedule, shall pertain to the entire period since the end of the previous monitoring report submitted. They shall be in a consistent format. In order to maintain transparency, assurances shall be used when a third-party requires Board approval of an action that has otherwise been delegated to the Superintendent, and shall be in a consistent format. Other monitoring

data may be provided to the Board by the Superintendent, and shall be noted as such, in the event of a specific compliance or non-compliance, anticipated or actual, with Board policy.

5. Any reasonable Superintendent interpretation of Board policy must:
  - (a) address directly the policy being interpreted;
  - (b) include appropriate justification;
  - (c) avoid dictionary definitions, plans, intentions, or activities;
  - (d) result in at least one operational definition or goal; and
  - (e) for each operational definition or goal, state and justify at least the minimum acceptable performance standard for the period being monitored.
  
6. Any monitoring report or other monitoring data must:
  - (a) provide data that directly addresses each operational definition for each Superintendent interpretation of each Board policy statement being monitored, as appropriate;
  - (b) be clearly comparable to historical data and to the performance standards described as an interpretation; and
  - (c) be presented in the most clear format possible.
  
7. All policies which instruct the Superintendent are monitored at a frequency and by a method chosen by the Board. The Board can monitor any policy at any time by any method, but will ordinarily depend on the attached monitoring report schedule.

Adopted: January 25, 2010