

Chetek-Weyerhaeuser Area School District

Board of Education Policies

Adopted: 3-24-03

Revised: 3-23-09

Witnessed by Clerk: _____

B/SR-5 Monitoring Superintendent Performance

Superintendent job performance will be monitored systematically against the only superintendent job expectations: organizational accomplishment of the Board's *Results* policies, and organizational operation within the boundaries established in the Board's *Executive Limitations* policies. The Board will view superintendent performance as being identical to organizational performance.

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 monitoring data.
2. The board will acquired monitoring data on *Results* and *Executive Limitations* policies by one or more of three methods:
 - a. By **internal report**, in which the superintendent discloses and certifies 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.
 - c. By **direct Board inspection**, in which the Board assesses compliance with the appropriate policy criteria.
3. In every case, the standard for compliance shall be whether the superintendent has reasonably interpreted the Board policy being monitored. The Board will make the final determination as to whether a superintendent interpretation is reasonable.
4. All policies that instruct the superintendent will be monitored on schedule and by a method chosen by the Board. The Board may monitor any policy at any time by any method, but as a rule will depend upon the following schedule and method. The superintendent will determine which method will be used in the monitoring report.

Executive Limitations Policies	Frequency
EL-1 Global Executive Constraint	Annually
EL-2 Emergency Superintendent Succession	Annually
EL-3 Treatment of Stakeholders	Semi-annually
EL-4 Staff Treatment	Semi-annually
EL-5 Employee Compensation	Annually
EL-6 Employee Evaluation	Semi-annually

EL-7 Budgeting/Financial Planning	Quarterly
EL-8 Financial Administration	Quarterly/Annual Audit
EL-9 Asset Protection	Annually
EL-10 Communication and Counsel to the Board	Quarterly
EL-11 Annual Report to the Public	Annually
EL-12 Criterion-Based Academic Program	Semi-Annually
EL-13 Instructional Materials Section	Annually
EL-14 District Calendar	Annually
EL-15 Learning Environment	Semi-Annually

5. Each January, 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 the Board policies on *Results* and *Executive Limitations*. The President will prepare a written evaluation document. The superintendent and the Board will review and finalize the document in executive session.

The evaluation document will consist of:

- a. A summary of the data derived during the year from monitoring the Board's policies on *Results* and *Executive Limitations*.
- b. Conclusions based upon the Board's prior action during the year relative to whether each End has been achieved or 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 operated properly within the boundaries established by the *Executive Limitations* policies.
- d. A summary of the superintendent's strengths and weaknesses relative to achievement of the *Results* policies and operation within the boundaries established in the *Executive Limitations* policies.
- e. A review of the superintendent's progress toward the previous year's goals and the acceptance of the superintendent's goals for the coming year.

Nothing in this policy is intended to imply the establishment of any personal rights not explicitly established by statute, contract or Board policy. All employment decisions related to the superintendent remain the sole discretion of the Board.

Monitoring Method: Board assessment
Monitoring Frequency: Annually in January

