

Superintendent Accountability

The Board considers Superintendent performance to be identical to district performance. District accomplishment of the Board's Results policies, and district 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 its defined systematic monitoring process as outlined in its Annual Work Plan.
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 or reasonable progress based upon specific policy criteria.
3. The consistent performance standard for Operational Expectations policies shall be whether the Superintendent has:
 - a. Reasonably interpreted the policy;
 - b. Complied with the provisions of the Board policy.
4. The consistent performance standard for Results policies shall be whether the Superintendent has:
 - a. Reasonably interpreted the policy;
 - b. Made reasonable progress toward achieving the outcomes defined by the Board's Results policies.
5. The Board will make the final determination as to whether the Superintendent's interpretation is reasonable, whether the Superintendent has complied, 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 November, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data collected and decisions made by the Board during the year related to the monitoring of Results and Operational Expectations policies. The Board will prepare a written evaluation document consisting 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 Results 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.

End of Bismarck Public School District Board Policy B/SR-5

Adopted: 3/12/2018

Monitoring Method: Board Self-Assessment

Monitoring Frequency: Biannually in March and November