

Policy Title: 3.4 Monitoring Superintendent Performance

The Winooski School Board presents our monitoring report on our Policy 3.4: Monitoring Superintendent Performance which states: **Systematic and rigorous monitoring of superintendent job performance will be solely against the expected superintendent job outputs: organizational accomplishment of board policies on Ends and organizational operation within the boundaries established in board policies on Executive Limitations. Accordingly:**



Board President

11/26/19
Date

Policy 3.4.1

Monitoring is simply to determine the degree to which board policies are being met. Information that does not do this will not be considered to be monitoring information.

Interpretation

We interpret this to mean that superintendent performance will be based on meeting Board policies as currently approved at the time of the monitoring report given by the superintendent. Information not measured by the current policies will not be considered in the final monitoring report.

Evidence:

Data based on recent discussion of superintendent monitoring reports prior to acceptance/request for redo. Relevance of information is discussed. Annual superintendent performance is aligned to the monitoring reports submitted by the superintendent and accepted/approved by the Board.

Conclusion

We report compliance.

Policy 3.4.2

The board will acquire monitoring information by one or more of three methods: (a) by internal report, in which the superintendent discloses measurable interpretations including a rationale and 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; or (c) by direct board inspection, in which a designated member or members of the board assess compliance with the appropriate policy criteria.

Interpretation

We interpret this to mean the board has three methods to monitor performance. It is the board's responsibility to utilize the method that best acquires the data/detail being monitored.

Evidence

Data based on internal reports have been the main monitoring method with the critical annual audit report serving as a key component for monitoring financial reports.

Conclusion

We report compliance.

Policy 3.4.3

In every case, the board will judge (a) the reasonableness of the superintendent's interpretation and (b) whether data demonstrates accomplishment of the interpretation.

Policy 3.4.4

In every case, the standard for compliance shall be any reasonable superintendent interpretation of the board policy being monitored. The board is the 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.

Interpretation (3.4.3 and 3.4.4 combined)

We interpret this to mean that the determination of whether the superintendent's policy interpretation is acceptable is through the lens of reasonableness. The reasonableness of the interpretation is to be based on the policy as it is currently written. The data/evidence will also be judged based on the current policy as written.

Evidence (3.4.3 and 3.4.4 combined)

Data based on interpretations accepted and discussions during the meeting in which the policies are reviewed. All are recorded. Several discussions about reasonableness and the policy as written have been undertaken and those interpretations with evidence have been accepted against the policy in place at the time

Conclusion (3.4.3 and 3.4.4 combined)

We report compliance.

Policy 3.4.5

All policies that instruct the superintendent will be 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 a routine schedule.

Interpretation

We interpret this to mean that all policies will be monitored by the board on a regular basis in a consistent, predictable manner. This prevents changes in methods of collecting this data. We also interpret this to mean that the board can review policies out of the order as assigned by the annual agenda if circumstances warrant.

Evidence

Data based on board reports being in the same format for a full round of interpretations. The monitoring has been agreed to review the eight monitoring report annually as defined by the annual agenda unless we pull a specific policy to review.

Conclusion

We report compliance

Policy 3.4.6

A formal evaluation of the superintendent by the board will occur annually by accumulating the regular monitoring data provided during the year and the board's recorded acceptance or non-acceptance of the reports and identifying performance trends evidenced by that data.

Interpretation

We interpret this to mean that on an annual basis we will monitor the Superintendent performance formally by accumulating the individual monitoring reports. The annual review will be based on evidence gathered in these monitoring reports and the degree to which the policies have been met and any that have action plans to return to compliance are accepted.

Evidence

Data based on annual superintendent evaluation completed each September and on the annual agenda.

Conclusion

We report compliance.

Policy 3.4.7

Superintendent remuneration will be decided after the formal evaluation no later than the month of September. (a) The superintendent's salary will be set competitively using data collected and distributed by the Vermont Superintendents Association (VSA).

Interpretation

We interpret this to mean that the Superintendent remuneration will be based on the evaluation in or before the end of September. We interpret the salary setting to be investigated in the last September of the current contract in order to bring that forward in the next contract negotiation.

Evidence

Data based on current methods where we negotiate a contract that is for more than one year at a time. We have been working with multi-year contracts to this point to provide stability.

Conclusion

We report compliance. Multi-year contracts have been used which negate the section to be implemented in its entirety. Board chair will collect Vermont Superintendents Association (VSA) salary data to be used in future.