



**Poudre School District
Board of Education Policies**

Policy Type: **Board-Superintendent Relationship**
Policy No.: **BSR 4.4**
Policy Title: **Monitoring District/Superintendent Performance**
Policy Date: Adopted September 11, 2006
Revised May 25, 2010
Revised May 28, 2013
Revised April 8, 2014
Revised February 23, 2016
Revised May 23, 2017
Revised April 13, 2021

Evaluation of the Superintendent's job performance shall include the criteria specified in the Superintendent's employment contract, as well as the District's accomplishment of the Board's District Ends policies and the District's operation within the Board's Executive Limitations policies as measured through the monitoring process described below.

1. Monitoring shall be systematic and rigorous, and shall be used 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.
2. The Board will acquire monitoring information by one or more of three methods: (a) by internal report, in which the Superintendent discloses interpretations, evidence 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; and/or (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. The Board is the final arbiter of reasonableness, and will always judge with the "reasonable person" standard, as determined by the Board as a whole.
4. The Board will judge monitoring reports based on: (a) the reasonableness of each Superintendent interpretation, including its clarity, relevance, quantification, justification and completeness; (b) whether data or evidence directly demonstrates accomplishment of that interpretation; and (c) if accomplishment has not been demonstrated, when the Superintendent shall do so.

BSR 4.4 Monitoring District-Superintendent Performance (Continued)

5. District Ends (“DE”) Policies and Executive Limitation (“EL”) Policies shall be monitored in accordance with the schedule set forth in Policy GP 3.3. The Board may, however, monitor any policy at any time by any method as it deems necessary or advisable.