



## MONITORING SUPERINTENDENT PERFORMANCE

The purpose of the annual performance review of the superintendent is to consolidate the board's findings arising from its monitoring of district goals and operational procedures during the year and, on this basis, to draw reasonable summative conclusions. In addition, however, the board may assess superintendent performance related to the achievement of performance objectives and other criteria established jointly and previously agreed to by the board and superintendent.

The board shall adhere to the following schedule and methods for superintendent performance review.

### 1. Schedule

The performance of the superintendent is a formative ongoing process that correlates with the Strategic Plan.

### 2. Methods

- 2.1 In January, the superintendent shall provide the Board with a report regarding the district's progress on the Strategic Plan. The board shall meet with the superintendent to review the plan. The board may from time to time ask for other meetings with the superintendent to review progress on the Strategic Plan.
- 2.2 The superintendent performance review process shall involve all board members and the superintendent.
- 2.3 The methods of performance review shall be structured so that they lead to strengthening communications and the relationship between the board and superintendent.
- 2.4 Performance review sessions are to be facilitated by the chair and assisted by the superintendent.
- 2.5 Provision may be made for engaging an external facilitator to conduct sessions when the board and superintendent perceive a need or benefit arising from third-party assistance.
- 2.6 This policy, reviewing the superintendent's performance, is in addition to the performance review provisions of the contract of employment.

Notwithstanding the above schedule and methods, the board and superintendent shall continuously monitor superintendent performance and board-superintendent relations through private briefings and other methods determined by the chair and superintendent.

Legal References:	<i>School Act Sec. 85</i>
Monitoring Method:	<i>Internal Reports/Board and Superintendent</i>
Monitoring Frequency:	<i>Annual</i>
Adopted:	<i>June 25, 2013</i>
Amended:	<i>October 2017</i>
	<i>June 2018</i>