

Monitoring Report: 3.2. Accountability of the Superintendent  
May 2017

The Superintendent is the Board's only link to operational achievement and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the Superintendent.

**Interpretation:**

- The Superintendent is responsible for the operation of the schools, and for the conduct and accountability of the staff. The Board members' job is to be sure that the school runs well, not to run the school.
- The actions and results of the work of the staff are considered the work of the superintendent, not the work of the board.
- By holding the superintendent accountable for results and operations, the Board ensures the school is running well.

**Data:**

- Minutes
- Board self assessments
- Superintendent notifications to boards or board members
- Other

**Conclusion:** I report **non-compliance**. We hold the Superintendent responsible for the employees and volunteers of the district. The Board does not evaluate or direct employees or volunteers. Our non-compliance centers around our inability, at this point, to monitor all the necessary policies and limitations.

Accordingly:

1. The Board will never give instructions to persons who report directly or indirectly to the Superintendent.

**Interpretation:**

- The Board will not direct in anyway any person who works or volunteers for the school district other than the superintendent.

**Data:**

- Minutes
- Board self assessments
- Superintendent notifications to boards or board members
- Other

**Conclusion:** I report **compliance**. The Board does not issue instructions to any employee or volunteer of the district.

2. The Board will not evaluate, either formally or informally, any staff other than the Superintendent.

**Interpretation:**

- As written.

**Data:**

- Minutes
- Board self assessments
- Superintendent notifications to boards or board members
- Other

**Conclusion:** I report **compliance**. The Board does not evaluate district employees or volunteers.

3. The Board will view the Superintendent's performance as identical to organizational performance so that organizational accomplishment of Board-stated ends and avoidance of Board-proscribed means will be viewed as successful Superintendent performance.

**Interpretation:**

- The Superintendent will be evaluated based on the success of the district in meeting the ends policy and Board-proscribed mean as outlined in the executive limitations policies.

**Data:**

- Minutes
- Monitoring Reports
- Evaluation of the Superintendent - Monitoring Report 3.4

**Conclusion:**

- I report **non-compliance**. This is based mostly on our 3.4 Monitoring Report. If we do not feel that we are in a position to give a systematic and rigorous review of the Superintendent's performance based monitoring reports, we cannot report compliance. In terms of an improvement plan, the Board will be in a position to comply with monitoring through our ends and policies at the end of the established two year calendar for monitoring.