

Policy Type: Board/Superintendent Relationship

Annual Summative Evaluation of the Superintendent

B/SR 5-E

The Board's Policy B/SR-5 provides that:

Each June, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon accumulated data derived from monitoring Board policies on **Ends** and **Executive Limitations** policies during the current year. A written evaluation document will be prepared by the Board. The Superintendent and Board may review the document in executive session.

The Board and Superintendent will conduct an informal mid-year review as of January.

The purpose of the annual evaluation (and mid-year review) of the Superintendent is to summarize actions previously taken by the Board as it monitored **Ends** and **Executive Limitations** policies during the year, and to draw conclusions on the basis of that on-going monitoring process relative to organizational performance and consequently the Superintendent's performance.

During the current year, the following **Ends** and **Executive Limitations** policies have been monitored by the Board, with acceptance of monitoring reports considered to be evidence of satisfactory organizational and Superintendent performance:

Annual Data (Monitoring reports submitted July 2020 – May 2021):

✓	E-2	Academic Competence	Jan
✓	E-3	Contributing Citizens	March
✓	E-4	Physical Health and Fitness	July
✓	EL-1	Expectations of Superintendent	April
✓	EL-2	Communication with the Public	May
✓	EL-3	Communication and Counsel to the Board	April
	EL-4	Staff Hiring, Treatment, Compensation and Evaluation	June
✓	EL-5	Budget Planning	Sept
✓	EL-6	Financial Administration	Feb
✓	EL-7	Facilities and Asset Protection	March
✓	EL-8	Academic Program	Oct
✓	EL-9	Student Conduct and Discipline	Aug

Findings - Ends:

E-2 Academic Competence

✓ Based upon the information provided, the Board finds that the Superintendent has reasonably interpreted the provisions of the relevant Ends policy, and the district is making reasonable progress toward achieving the desired results called for in the relevant policy.

The Board commends the Superintendent for exemplary performance in the following areas:

- The board acknowledges the maintenance of focus on board priorities for academic achievement and equitable opportunities as expressed in our ends policy E2.
- The board greatly appreciates the intensity of work focusing on how we intend to get those results.
- Efforts in the area of increasing technology infrastructure plus the capacity of staff to employ technology in instruction are greatly appreciated. One example of evidence of the success of these efforts is the rate of attendance in an online environment.
- Post-secondary participation in 2-yr and 4-yr colleges is very encouraging given the online learning environment challenges confronting students in post-secondary institutions.

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- The board recognizes significant efforts to reduce the achievement gap for all subgroups, with a few notable exceptions that we want to keep an eye on.
- Like many people during this pandemic, our staff have found themselves in new roles, learning how to do their jobs in vastly different ways, but still going above and beyond the call to support our families and students. This report does not capture the administrators and teachers delivering books, stickers, food or waving through a home window to build the relationships many students need to thrive academically. It does not speak of the paras and teachers standing in the rain on their lunch break, hoping to wave at their students as they pick up packets or supplies. It doesn't speak to the immense effort put forth by supremely competent people to learn all new methods of teaching and new technology in a very public setting. Nor does it truly represent the quiet efforts of those who build and maintain our infrastructure and tools, the ones who only get called when things don't work well. For all of those families staff members whose efforts support student achievement in unseen moments and ways, we are very grateful.

E-3 Contributing Citizens

✓ Based upon the information provided, the Board finds that the Superintendent has reasonably interpreted the provisions of the relevant Ends policy, and the district is making reasonable progress toward achieving the desired results called for in the relevant policy.

The Board commends the Superintendent for exemplary performance in the following areas:

- While we were forced to review the contributing citizens policy in a different way due to the pandemic we were able to effectively monitor it.
- Students were thoughtful and reflective, and we appear to be making reasonable progress toward this goal.
- Student comments indicate that reflecting on student qualities tends to strengthen values that support student behavior, knowledge, and disposition in the area of contributing citizens.

E-4 Physical Health and Fitness

✓ The information provided by the Superintendent is insufficient for the Board to decide whether reasonable progress has been made. Accordingly, the Board determines the following action to be appropriate:

- Due to COVID-19 the regular assessment could not be completed before the closure of schools. New CBAs will be piloted when schools resume to normal. The board will monitor this policy again next year.

Findings - Executive Limitations:

EL-1 Expectations of Superintendent

✓ The Board finds the district in compliance.

EL-2 Communication with the Public

✓ The Board finds the district in compliance with the following comments:

- Information on district progress has been regular and transparent, resulting in a high public confidence in our UPSD schools.
- Having the current strategic plan published and publicly available is an ongoing service to the community.
- The Career and Technical Education (CTE) advisory committee has also continued to meet regularly, involving parents, students, and the public.

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EL-3 Communication and Counsel to the Board

- ✓ The Board finds the district in compliance with the following comments:
- The superintendent has consistently communicated important information to board members through timely emails or, on urgent matters, via telephone.
 - The Board has been kept in the loop by the Superintendent routinely and throughout this year regarding changes in operations due to the pandemic and other school district related issues.
 - Efforts over the past year to provide for remote Board meetings, including meeting emergency/revised provisions of the Open Public Meetings Act have been commendable.

EL-4 Staff Hiring, Treatment, Compensation and Evaluation

 n/a (not yet monitored).

EL-5 Budget Planning

- ✓ The Board finds the district in compliance with the following comments:
- Throughout the pandemic, the district has paid attention to Board and community priorities despite many challenges that have demanded unprecedented response.
 - The presentation of the budget was both comprehensive and understandable.

EL-6 Financial Administration

 ✓ The Board finds the district in compliance.

EL-7 Facilities and Asset Protection

 ✓ The Board finds the district in compliance.

EL-8 Academic Program

 ✓ The Board finds the district in compliance.

EL-9 Student Conduct and Discipline

 ✓ The Board finds the district in compliance.

Conclusions: Based upon the Board's acceptance of these reports and the on-going monitoring of the district's performance during the preceding year, the Board reaches the following conclusions relative to Superintendent performance:

- Our Superintendent has done an outstanding job throughout this difficult year.
- The Superintendent has provided sound leadership and decision making in a time of uncertainty providing frequent and accurate communication to staff, families and the community.
- The district has been responsive in meeting individual needs of the students, in infrastructure and supplies such as Chromebooks and hotspots.

Additional Remarks:

Signed: Rick Maloney Board President

Date: 06/09/21

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Signed: Jeff Chamberlin Superintendent

Date: 06/09/21

Adopted:

Monitoring Method: Board self-assessment

Monitoring Frequency: Annually in January