

 <p>ANGLOPHONE WEST SCHOOL DISTRICT</p>	<h2>GOVERNANCE POLICIES</h2>
<b>Policy Type</b>	<b>Council – Staff Relations</b>
<b>Policy Name</b>	<b>Superintendent Performance and Accountability</b>
<b>Policy Number</b>	<b>ASD-W-CSR1.3</b>
<b>Effective Date: September 20, 2012</b>	<b>Revised: October 23, 2014, September 22, 2016, November 16, 2017</b>

<p><b><u>Policy:</u></b></p> <p>1.3 As the Council’s single official link to the District, the Superintendent’s performance must be considered synonymous with organizational performance as a whole. District performance is regularly monitored throughout the year and will provide the Superintendent the opportunity to demonstrate his or her effectiveness in meeting the needs of the school district. Annually, these monitoring reports will be subject to summative review. This review will determine the Superintendent’s job performance and accountability will be measured by reviewing the Councils previous decisions on compliance in 2 areas.</p> <ul style="list-style-type: none"> <li>A. Organizational accomplishments of the Council’s policies on Ends Results.</li> <li>B. Organizational operation within the boundaries of prudence and ethics established in Council policies on Executive Limitations.</li> </ul>
<p><b>Accordingly:</b></p> <p>1.3.1 The Council will conduct regular monitoring of compliance and achievements.</p> <p>1.3.2 In June of each year the Council, or a committee of Council members appointed by the Council, shall conduct a summative review of the monitoring data for the previous year and prepare a written evaluation document.</p> <p>The performance of the Superintendent will equal the performance of the District. The evaluation document will state if, overall, monitoring of Ends and Executive Limitation policies has shown the Superintendent has exceeded expectations, met expectations or failed to meet the expectations of the Council.</p> <p>If this is completed by the committee it must be approved by the council as a whole in-camera.</p>

- 1.3.3 The Council will discuss the review with the Superintendent in an in-camera meeting.
- 1.3.4 The Council may require the Superintendent to prepare an action plan to address any concerns noted in the evaluation document.
- 1.3.5 The Council will make a recommendation (?) determination (?) report (?) with regards to remuneration.

**MONITORING:**

Method(s)	Frequency	Month
<ul style="list-style-type: none"> <li>• Council Self-evaluation</li> </ul>	<ul style="list-style-type: none"> <li>• 1 time per year</li> </ul>	<ul style="list-style-type: none"> <li>• February</li> </ul>

Template being established with Superintendents and EFCD – HOLD