

Global Ends Policy

In a commitment to equity, irrespective of race, socioeconomics, language, cultural backgrounds, and other exceptionalities, every scholar will graduate equipped with academic knowledge and future-ready skills, fostered in a safe and nurturing educational environment, preparing them to excel as members of our local and global community. Specifically:

1. Graduation and Advancement. Each scholar will graduate with the prerequisite skills and confidence to access college, career, and other post-secondary experiences.
2. Academic Achievement. Each scholar at every grade level will perform at or above state or district standards in all disciplines.
3. Personal Responsibility and Belonging. Each scholar will be equipped to take responsibility for their personal success and will treat others with dignity and respect.

Monitoring of Ends Policies

The Superintendent's job performance will be monitored systematically and rigorously by the Board consistent with the evaluation tool used for the Superintendent's evaluation as well as the overall District's accomplishments of the Board's End Policies as stated herein. For the Ends Policies:

1. Monitoring will be used to demonstrate the degree to which these Ends Policies are being met. Information that does not contribute directly to this purpose is not considered monitoring data.
2. The Board will acquire monitoring data on the Superintendent's performance, i.e. on achievement of Ends Policies by one or more of three methods:
 - a. By internal report, in which the Superintendent provides performance data of the Board-stated policy criteria demonstrating achievement of and compliance with Board policy so a majority of the Board elected and

serving believes that a reasonable interpretation of the policy has been achieved.

- b. By external report, in which an external, impartial third party selected by the Board assesses compliance with Board policies. Such reports must assess executive performance only against policies of the Board, not those of the external party, unless the Board has previously indicated that party's opinion to be the standard.
 - c. By direct Board inspection, in which the Board directly assesses compliance with the appropriate policy criteria. This can be completed by a Board Member, a Board Committee, or the Board as a whole. This is a Board inspection of documents, activities, or circumstances directly by the Board which allows a “reasonable person test” of policy compliance (i.e., would a reasonable person believe the Board policies were complied with). Such an inspection is only undertaken at the instruction of the Board and with the Superintendent's knowledge.
3. In every case, the standard for compliance shall be whether the Superintendent has reasonably interpreted and achieved the Board policy being monitored. The Board will make the final decision as to whether a Superintendent interpretation is reasonable and whether the evidence demonstrates achievement of or compliance with the policy. The Board Vice President will gather individual Board member input regarding each Board member's analysis of the reasonableness of the interpretation and the rationale for why the Board member believes the evidence shows or does not show policy achievement or compliance. The Vice President will draft an overall Board response document for Board consideration and approval. The Board will then provide the Superintendent a Monitoring Response Document outlining the Board's assessment of performance on that specific Board policy topic.
 4. All policies that instruct the Superintendent will be monitored on schedule according to a frequency and by a method chosen by the Board. The Board may monitor any policy at any time and by any method.

5. The Board will conduct a formal annual evaluation of the performance of the Superintendent as identified in Policy 2250 – Superintendent Evaluation. This formal evaluation will be conducted by following the process identified under Policy 2250, the evaluation tool, and by cumulating the regular monitoring data provided throughout the year as addressed in this policy. The evaluation document will consist of:
 - a. Findings generated during the year from monitoring the Board's policies on this Ends Policy.
 - b. Conclusions as to whether each End has been achieved (or whether reasonable progress has been made toward its achievement). All employment decisions regarding the Superintendent remain within the sole and continuing discretion of the Board.

Approved:

Adopted: July 29, 2024