

Hartford School District MONITORING DOCUMENT

Policy: B/SR 3 Accountability of Superintendent

Date: December 8, 2021

Author: Russell K North

B/SR 3 Accountability of the Superintendent

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. Accordingly:

1. The board will never give instructions to persons who report directly or indirectly to the Superintendent.
2. The board will not evaluate, either formally or informally, any staff other than the Superintendent.
3. The board will view Superintendent 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.

With respect to the provisions of its policy B/SR 3 Accountability of Superintendent, the Hartford Board of School Directors concludes that its performance during the previous year has been:

In compliance	In Substantial Compliance (exceptions noted below)	In Partial Compliance	Not in Compliance
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The Board will never give instructions to persons who Report directly to the Superintendent

x

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

x

The Board will view Superintendent performance as identical To organizational performance so that organizational Accomplishment of board-stated Ends and avoidance of Board-prescribed means will be viewed as successful Superintendent performance

x

Interpretation:

As a member of the Hartford School board, charged by the board to produce this monitoring report, I interpret this policy to mean that we need to strive to make sure that as Board Members we continually monitor the Superintendent’s performance within the boundaries of our responsibility or authority as Board Members, as stated in policy and State statutes.

Evidence:

Board meeting agendas

Board meeting minutes

Board self-assessment forms

The reason that I marked item 3 as only in partial compliance is that our monitoring of progress on the Ends policies needs substantial improvement. The whole Ends reporting, monitoring and prioritizing processes need to be addressed