

## ANNUAL SUMMATIVE EVALUATION of the Superintendent

The Board's Policy B/SL-5 #8 provides that:

By July 1 of each year, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon data collected during the year from the monitoring of *Ends* and *Executive Limitations* policies. The Board will prepare a written evaluation document.

**The purpose of the annual evaluation of the Superintendent is to summarize the actions previously taken by the Board as it monitored *Ends* and *Executive Limitations* policies during the year, and to draw conclusions on that basis.**

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<u>Executive Limitation Policy:</u>	<u>Date Monitored:</u>	<u>Board Disposition:</u>
EL-1 (Internal) Global Executive Constraint	11/15/2021	Accepted
EL-1 (External) Global Executive Constraint	06/08/2022	Accepted
EL-2 Treatment of People	<i>will be monitored 08/25/2022</i>	
EL-3 Personnel Administration	10/28/2021	Accepted
EL-4 Financial Planning and Budgeting	08/26/2021	Accepted
EL-5 (Internal) Actual Fin. Condition & Activities	08/26/2021	Accepted
EL-5 (External) Actual Fin. Condition & Activities	06/08/2022	Accepted
EL-6 Asset Protection	08/26/2021	Accepted
EL-7 Emergency Superintendent Succession	09/09/2021	Accepted
EL-8 Communication/Support to Board	10/14/2021	Accepted
EL-9 Annual Report	06/08/2022	Accepted
EL-10 Structure of Schools	02/10/2022	Accepted
EL-11 Student Discipline	09/21/2021	Accepted
EL-12 Learning Envir./Treatment of Students	04/22/2021	Accepted
EL-13 Facilities	10/28/2021	Accepted
EL-14 Instructional Program	03/10/2022	Accepted, with an exception due to Covid-19; an acknowledgment that remote learning is inferior to in-person learning.
EL-15 Technology	04/28/2022	Accepted
EL-16 Equity	02/10/2022	Accepted

<u>Ends Policies:</u>	<u>Date Monitored:</u>	<u>Board Disposition:</u>
E-1 Mission Statement, not monitored		
E-2 Academics and Foundations, Parts 1	01/13/2022	Accepted
E-2 Academics and Foundations, Part 2	01/27/2022	Accepted
E-3 Citizenship	04/07/2022	Accepted
E-4 Life Management and Personal Awareness	05/26/2022	Accepted

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

The Board is satisfied with Mr. Thiele’s leadership of the District for the academic year 2021-2022.

Based upon the foregoing conclusions, the Board makes the following recommendations and decisions for the coming year:

The Board thanks Superintendent Thiele for his many years of service to the Issaquah School District and wishes him the very best in his retirement.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
 President of the Board

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
 Superintendent