

BOARD DIRECTOR RELATIONSHIP

Policy Number: BDR40

SUBJECT: Monitoring Director of Education Performance

POLICY STATEMENT

Monitoring executive performance is synonymous with monitoring organizational performance against board policies on *Expected Outcomes/Purposes* and on *Executive Limitations*. Any formal or informal evaluation of Director of Education/organizational performance may be derived only from the monitoring data which follows.

1. The purpose of monitoring is simply to determine the degree to which board policies are being fulfilled. Information which does not do this will not be considered to be monitoring. Monitoring will be as automatic as possible, using a minimum of board time so that meetings can be used to create the future rather than to review the past.
2. A given policy may be monitored in one or more of three ways:
 - A. internal report: Documentation of compliance information to the board from the Director of Education.
 - B. external report: Documentation of compliance information by unbiased, external auditor, inspector or judge who is selected by and reports directly to the board. Such reports must assess performance only against policies of the board, not those of the external party unless the board had previously indicated that party's opinion to be the standard.
 - C. direct board inspection: Documentation of compliance information by a board member, a committee or the board as a whole. This is a board inspection of documents, activities or circumstances directed by the board which allows a "prudent person" test of policy compliance.
3. Upon the choice of the board, any policy can be monitored by any method at any time. For regular monitoring, however, each *Expected Outcomes/Purposes* and *Executive Limitations* policy will be classified by the board according to frequency and method.
4. The Board will on an ongoing basis communicate with the Director of Education regarding his/her performance.

Monitoring:

Methods: Direct Inspection or External Report

Frequency: a) Annually by June of each year

Approval Date: November 7, 2000

Effective Date: November 7, 2000

Last Review Date: December 1, 2006

Revised: December 1, 2006

Signature of Chairperson of the Board: _____

Signature of the Secretary of the Board: _____

Distribution: Trustee and Director