

Policy Type: Board/Staff Relationship

Monitoring CEO Performance

CEO job performance will be monitored systematically against the only CEO job expectations: organizational accomplishment of Board's *Ends* policies and organizational operation within the boundaries established in the Board's *Executive Limitations* policies. The Board will view CEO performance as identical to organizational performance

Accordingly:

1. Monitoring determines the degree to which board policies are being met. Information that does not contribute to this purpose is not considered monitoring data
2. The Board will acquire monitoring data on *Ends* and *Executive Limitations* policies by one or more of three methods:
 - a. By **internal report**, in which the CEO discloses and certifies compliance information to the Board
 - b. By **external report**, in which an external, disinterested third party selected by the Board assesses compliance with Board policies
 - c. By **direct Board inspection**, in which the Board assesses compliance with the appropriate policy criteria
3. In every case, the standard for compliance shall be whether the CEO has reasonably interpreted the Board policy being monitored. The Board will make the final determination as to whether a CEO interpretation is reasonable.
4. All policies which instruct the CEO will be monitored on schedule and by a method chosen by the Board. The Board may monitor any policy at any time by any method, but as a rule will depend on the following schedule and method:

Executive Limitations Polices	Method	Frequency
<i>EL-1 Global Executive Constraint</i>	Internal	November
<i>EL-2 Emergency CEO Succession</i>	Internal	June
<i>EL-3 Treatment of Stakeholders</i>	Internal	November
<i>EL-4 Staff Treatment</i>	Internal	October
<i>EL-5 Staff Compensation</i>	Internal	January
<i>EL-6 Staff Evaluation</i>	Internal	April
<i>EL-7 Budgeting/Financial Planning</i>	Internal	October
<i>EL-8 Financial Administration</i>	Internal	September

	External	September
<i>EL-9 Asset Protection</i>	Internal	August
<i>EL-10 Communication and Counsel to the Board</i>	Internal	February
<i>EL-11 Annual Report</i>	Internal	November
<i>EL-12 Academic Program</i>	Internal	May
<i>EL-13 Instructional Materials Selection</i>	Internal	March
<i>EL-14 Annual Calendar</i>	Internal	February
<i>EL-15 Student Learning Environment/Discipline</i>	Internal	April

5. Each December the Board will conduct a formal summative evaluation of the CEO. The summative evaluation will be based upon data derived during the year from monitoring Board policies on *Ends* and *Executive Limitations*. A written evaluation document will be prepared by the Board. The CEO and the Board will review the document in executive session.

The evaluation document will consist of:

- a. A summary of the data derived throughout the year from monitoring the Board's policies on *Ends* and *Executive Limitations*
- b. Conclusions based upon the Board's prior action during the year relative to whether each End has been achieved or whether reasonable progress has been made toward its achievement
- c. Conclusions based upon the Board's prior action during the year relative to whether the CEO has properly operated within the boundaries established by the *Executive Limitations* policies
- d. A summary of the CEO's strengths and weaknesses relative to achievement of the *Ends* policies and operation within the boundaries established in the *Executive Limitations* policies

Nothing in this policy is intended to imply the establishment of any personal rights not explicitly established by statute, contract or Board policy. All employment decisions related to the CEO remain the sole discretion of the Board.

ADOPTED: 2000

Monitoring Method: *Board self-assessment*
Monitoring Frequency: *May & December*