

BOARD POLICY



POLICY: BMD 5
SUBJECT: MONITORING DIRECTOR OF EDUCATION PERFORMANCE

POLICY STATEMENT

Director of Education (Director) job performance will be measured solely by systematic and rigorous monitoring of: (a) organizational accomplishment of a reasonable interpretation of Ends and (b) organizational operation within the boundaries of a reasonable interpretation of Executive Limitations.

1. Monitoring is simply to determine the degree to which Board of Trustees policies are being met. Data which do not do this will not be considered to be monitoring data. Monitoring will be as automatic as possible, using a minimum of Board time so that meetings are used to create the future rather than review the past.
2. The Board of Trustees will monitor a given policy by one or more of three methods: (a) by internal report: Disclosure of compliance information to the Board by the Director, along with their explicit interpretation of board policy, and justification for the reasonableness of interpretation, (b) by external report: Discovery of compliance information in which an external, disinterested third party who has appropriate qualifications and a suitable level of independence from management, who is selected by and reports directly to the Board of Trustees, and (c) by direct Board of Trustees inspection: Discovery of compliance information by a designated trustee (or trustees), committee, or the board as a whole. Such inspection is only undertaken at the instruction of the board.
3. Regardless of the method of monitoring, the standard for compliance shall *be any reasonable Director interpretation* of the Board policy being monitored. The Board of Trustees is final arbiter of reasonableness, but will always judge with a “reasonable person” test rather than with interpretations favored by individual trustees, the disinterested third party, or by the Board of Trustees as a whole.
4. All policies which instruct the Director will be monitored at a frequency and by a method chosen by the Board of Trustees. The Board of Trustees can monitor any policy at any time by any method, but will ordinarily depend on a routine schedule (Appendix A).
5. A formal evaluation of the Director by the board will occur annually, based on the achievement of the board's *Ends* Policies and non-violation of its *Executive Limitations* policies. This formal evaluation will be conducted by cumulating the regular monitoring data provided during the year and the board's recorded acceptance or non-acceptance of the reports, and identifying performance trends evidenced by that data.


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Monitoring: October	Method: Internal	Frequency: Bi-Annual
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Chair of the Board



Secretary of the Board

Distribution:

APPENDIX A

MONITORING DIRECTOR OF EDUCATION PERFORMANCE

Policy	Method	Frequency	Month
E1 Ends	Internal	Annually	October, November
EL1 Global Executive Constraint	Internal	Annually	March
EL2 Treatment of Students and Parents	Internal	Annually	February
EL3 Treatment of Staff, Candidates for Employment, and Volunteers	Internal	Annually	February
EL4 Planning	Internal	Semi-annually	December (rev. est.) June (budget)
EL5 Financial Condition and Activities	Internal External	Quarterly Annually	March / June / September / January
EL6 Emergency Director of Education Succession	Internal	Annually	October
EL7 Asset Protection	Internal	Annually	January
EL8 Compensation and Benefits	Internal	Annually	November
EL9 Accommodations	Internal	Annually	September
EL10 Communication and Support to the Board	Internal	Annually	May

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