POLICY TYPE: BOARD-MANAGEMENT DELEGATION

POLICY TITLE: MONITORING EXECUTIVE DIRECTOR/CEO PERFORMANCE

Date Adopted by Board: **December 20th, 2022**

Monitoring of the job performance of the Executive Director/CEO will be solely against the following job products:

    (1) Organizational accomplishment of the Board's strategic priorities policies, and
    (2) Organizational operation within the risk limit policies.

1.   The Board will get monitoring information by one or more of two methods:

    - INTERNAL REPORT: in which the Executive Director/CEO presents interpretations and compliance information to the Board,

    - EXTERNAL REPORT: in which an external, independent 3rd party selected by the Board assesses compliance with the interpretations of Board policies,

2. The Board will judge:

    (a) the reasonableness of the interpretations, and

    (b) whether data demonstrates accomplishment of the interpretation (regarding strategic priorities) or compliance with the interpretation (regarding risk limits).

3.   The standard for compliance shall be any reasonable interpretation of the Board policy being monitored. The Board is the final arbiter of reasonableness but will always judge with a "reasonable person" test rather than with interpretations favoured by Board members or by the Board as a whole.

5.   The Board can monitor organizational compliance with any policy at any time by any of the above 2 methods.

6.   The Board will determine the frequency and method of monitoring the policies that instruct the Executive Director/CEO (strategic priorities and risk limits) and will normally use a routine schedule, as follows:

Policy	Frequency (times per year)	Method (see legend below)
ENDS	4X	IR
Global Risk Limit	1X	IR
1.1 Treatment of students as customers	1X	IR
1.2 Treatment of Staff	1X	IR
1.3 Compensation and Benefits	1X	IR
1.4 Financial Condition	4X	IR
	1X, Audit	ER
1.5 Budgeting	1X	IR
1.6 Asset Protection	1X	IR
1.7 Communication and Support to the Board	1X	IR
1.8 Emergency Executive Succession	1X, Q1 and as needed	IR
1.9 Relevant Legislation	1X	IR

Methods: IR = Internal Report

ER = External Report