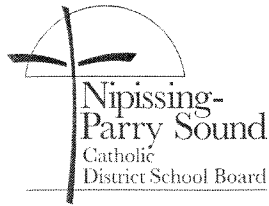


BOARD POLICY



POLICY: BTSL 5
SUBJECT: MONITORING DIRECTOR OF EDUCATION PERFORMANCE


POLICY STATEMENT

Systematic and rigorous monitoring of Director of Education job performance will be solely against the only expected Director of Education job outputs: organizational accomplishment of Board of Trustees policies on Ends and organizational operation within the boundaries established in Board of Trustees policies on 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, in which the Director of Education discloses compliance information to the Board, (b) by external report, in which an external, disinterested third party selected by the Board of Trustees assesses compliance with BOARD policies, and (c) by direct Board of Trustees inspection, in which a designated trustee (or trustees) assess compliance with the appropriate policy criteria.
3. In every case, the standard for compliance shall *be any reasonable Director of Education 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 or by the Board of Trustees as a whole.
4. All policies which instruct the Director of Education 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 C**).

Monitoring: October	Method: Internal	Frequency: Annual
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Approval Date: 2005 11 29 (NPS 220-05)	Effective Date: 2006 01
Revision Date(s): 2012 10 30 (NPS 113-12)	Review Date(s): 2015 10 27 2017 10 31



 Chair of the Board



 Secretary of the Board

Distribution:

MONITORING DIRECTOR OF EDUCATION PERFORMANCE

Policy	Method	Frequency	Month
E1 Ends	Internal	Annually	April, May
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 Financial Planning/Budgeting	Internal	Semi-annually	December / June
EL5 Financial Condition and Activities	Internal External	Quarterly Annually	March / June / September / January / December / 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

Revised 2014 03 13