

Policy Type: Board-Management Relationship
Policy Title: D4 – Monitoring GM Performance
Last Revised: March 1, 2021

The Board shall monitor and evaluate the GM's job performance in terms of organizational accomplishment of and progress towards Ends and organizational operation within Executive Limitations policies.

1. The Board shall monitor all polices that instruct the GM.
2. The Board may monitor any policy at any time by any method listed below but will ordinarily follow the schedule outlined in the Board Annual Calendar.
3. The Board will acquire monitoring information by one or more of three methods:
 - (a) internal report, in which the GM discloses policy interpretations and compliance information to the Board;
 - (b) external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies; or
 - (c) direct Board inspection, in which a designated director or committee assesses compliance with the policy.
4. The Board's standard for compliance will be any reasonable interpretation by the GM of the Board policy being monitored.
5. The Board will accept that the GM is compliant with a policy if the GM presents
 - (a) a reasonable interpretation of that policy; and
 - (b) adequate data to demonstrate compliance with that interpretation.
6. The Board will conduct an evaluation of the GM's performance annually. The evaluation will be based on a review of the actions taken by the Board on the monitoring reports received since the previous GM performance evaluation. Based on that review, the Board will present an evaluation letter to the GM. That letter will constitute our full evaluation.