
FORT MCMURRAY CATHOLIC SCHOOLS BOARD OF GOVERNANCE POLICY

Policy Name: Monitoring Superintendent Performance **Number:** BSR-5

Policy Type: Board-Superintendent Relationship **Date Approved:** June 26, 2000

Systematic and rigorous monitoring of Superintendent job performance will be solely against the only expected Superintendent job outputs: organizational accomplishment of Board policies on Ends and organizational operation within the boundaries established in Board policies on Executive Limitations.

1. The purpose of monitoring is simply to determine the degree to which Board policies are being fulfilled. Only information, which does this, will be considered to be monitoring. Monitoring will be as automatic as possible, using a minimum of Board time so that meetings can be used to create the future rather than to review the past.
2. A given policy may be monitored in one or more of three ways:
 - 2.1 Internal report: Disclosure of performance data by the Superintendent on Board-stated criteria that are sufficiently clear, unbiased, and representative to cause a board majority to be confident that a reasonable interpretation of Board policy has been achieved.
 - 2.2 External report: Discovery of compliance information by an impartial, external auditor, inspector or judge who is selected by and reports directly to the Board. Such reports must assess executive performance only against policies of the Board, not those of the external party, unless the Board has previously indicated that party's opinion to be the standard.
 - 2.3 Direct Board review: Discovery of compliance information by a Board member, a committee or the Board as a whole. This is a Board inspection of documents, activities or circumstances directed by the Board, which allows a "prudent person" test of policy compliance. Such an inspection is only undertaken at the instruction of the Board, and with the Superintendent's knowledge.

3. In every case, the Board will judge (a) the reasonableness of the Superintendent's interpretation and (b) whether data demonstrate accomplishment of the interpretation.
4. In every case, the standard for compliance shall be any reasonable Superintendent interpretation of the Board policy being monitored.
5. Upon the choice of the Board, any policy can be monitored by any method at any time. For regular monitoring, however, each Ends and Executive Limitations policy will be classified by the Board according to frequency and method.
6. A formal evaluation of the Superintendent 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 as a summative evaluation of previous regular monitoring data.

	Policy	Method	Frequency
EL-1	General Executive Constraint	Internal Report	Annual
EL-2	Safe, Healthy and Secure Environment	Internal Report	Annual
EL-3	Treatment of Staff	Internal Report	Annual
EL-4	Treatment of Students and Parents	Internal Report	Annual
EL-5	Curriculum and Instruction	Internal Report	Annual
EL-8	Asset Protection	Internal Report & Interim Financial Report External Audit	Annual Quarterly Annual
EL-9	Compensation and Benefits	Internal Report & External Audit	Annual Annual
EL-10	Communication and Support to Board	Internal Report	Annual
EL-11	Emergency Superintendent Succession	Internal Report	Annual
EL-12	Public Image	Internal Report	Annual
EL-13	Information Management	Internal Report	Annual
EL-14	Partnerships	Internal Report	Annual
EL-15	Site-Based Decision-Making	Internal Report	Annual
EL-16	School Councils	Internal Report	Annual
EL-17	Transportation	Internal Report	Annual

EL-18	Fees and Fund Raising	Internal Report	Annual
E-1	Vision and Mission	Internal Report	Annual
E-2	Students growing in Catholic Faith Values	Internal Report	Annual
E-3	Students with Skills to Pursue Life Goals	Internal Report	Annual
E-4	Students who are Life-long Learners	Internal Report	Annual
E-5	Students Growing in Social Responsibility	Internal Report	Annual
E-6	Resource Allocation	Internal Report	Annual