



Number: III 005
Subject: Monitoring CEO Performance

Approval Date: April 28, 2008

Effective Date: April 28, 2008

Revised:

Policy Statement:

Systematic and thorough monitoring of CEO job performance will be solely against expected CEO job outputs; organizational accomplishment of board policies on Ends and organizational operation within the boundaries established in board policies on Executive Limitations.

Accordingly:

1. Monitoring is simply to determine the degree to which board policies are being met. Data which do not do this will not be considered to be monitoring data.
2. the Board will acquire monitoring data by one or more of three methods:
 - a) by internal report, in which the CEO discloses compliance information to the board,
 - b) by external report, in which an external, disinterested third party selected by the board assesses compliance with board policies and
 - c) by direct board inspection, in which a designated member or members of the board assess compliance with the appropriate policy criteria.
3. In every case, the standard for compliance shall be any reasonable CEO interpretation of the board policy being monitored.
4. All policies which instruct the CEO will be monitored at a frequency and by a method chosen by the board. The board can monitor any policy at any time by any method, but will ordinarily depend on a routine schedule as defined in Appendix A.

Appendix A WCDSB Monitoring Schedule 2011

	Method	Frequency	Date
<u>I AIMS/ENDS</u>			
• 001 AIMS/ENDS		Annual	December
<u>II GOVERNANCE PROCESS</u>			
• 001 General Governance Commitment	Direct Inspect	Annual Review	June
• 002 Governing Style	Direct Inspect	Annual	September
• 003 Board Job Description	Direct Inspect	Annual	October
• 004 Advocacy and Advertising	Direct Inspect	Annual	November
• 005 Consultation	Direct Inspect	Annual	December
• 006 Celebration of Excellence	Direct Inspect	Annual	January
• 007 Board Members' Code of Conduct	Direct Inspect	Annual	February
• 008 Chairperson's Role	Direct Inspect	Annual	March
• 009 Board Committee Principles	Direct Inspect	Annual	June
• 010 Board Committee Structure	Direct Inspect	Annual	June
• 011 Student Representation on the Board	Direct Inspect	Annual	May
• 012 Student Trustee Role Description	Direct Inspect	Annual	May
• 013 Cost of Governance	Direct Inspect	Annual	March
• 014 Trustee Expenses	Direct Inspect	Annual	March
• 015 Ownership Linkage	Direct Inspect	Annual	April
<u>III BOARD-DIRECTOR RELATIONSHIP</u>			
• 001 Global Governance-Management Connection	Direct Inspect	Annual	May
• 002 Unity of Control	Direct Inspect	Annual	January
• 003 Accountability of the CEO	Direct Inspect	Annual	February
• 004 Delegation to the CEO	Direct Inspect	Annual	February
• 005 Monitoring CEO Performance	Direct Inspect	Annual	March
• 006 CEO Compensation & Benefits	Direct Inspect	Annual	September

IV EXECUTIVE LIMITATIONS			
• 001 General Executive Limitations	Internal	Annual Review	May
• 002 Treatment of the Public	Internal	Annual	February
• 003 Treatment of Students	Internal	Annual	February
• 004 Treatment of Staff	Internal	Annual	May
• 005 Hiring and Promotions	Internal	Annual	January
• 006 Employee Compensation	Internal	Annual	November
• 007 Financial Planning/Budgeting	Internal	Annual	May/June
• 008 Financial Conditions and Activities	Internal	Quarterly	Nov, Mar, Jun
	External	Annual	November
• 009 Asset Protection	Internal	Annual	October
• 010 Facilities Accommodations	Internal	Annual	December
• 011 Emergency CEO Replacement	Internal	Annual	April
• IV 012 Communication and Support to the Board	Internal	Annual	March
• IV 013 Leadership	Internal	Annual	September

Monitoring Calendar

	<u>Section 1</u> Ends	<u>Section 2</u> Board Governance	<u>Section 3</u> Board/CEO Relationship	<u>Section 4</u> Executive Limitations
September		<ul style="list-style-type: none"> • 002 Governing Style 	<ul style="list-style-type: none"> • 006 CEO Compensation & Benefits 	<ul style="list-style-type: none"> • 013 Leadership
October		<ul style="list-style-type: none"> • 003 Board Job Description 		<ul style="list-style-type: none"> • 009 Asset Protection
November		<ul style="list-style-type: none"> • 004 Advocacy and Advertising 		<ul style="list-style-type: none"> • 008 Financial Conditions and Activities • 006 Employee Compensation
December	<ul style="list-style-type: none"> • 001 Ends 	<ul style="list-style-type: none"> • 005 Consultation 		<ul style="list-style-type: none"> • CEO Annual Report Ministry Requirement
January		<ul style="list-style-type: none"> • 006 Celebration of Excellence 	<ul style="list-style-type: none"> • 002 Unity of Control 	<ul style="list-style-type: none"> • 005 Hiring and Promotions • 010 Facilities Accommodations
February		<ul style="list-style-type: none"> • 007 Board Members' Code of Conduct 	<ul style="list-style-type: none"> • 003 Accountability of the CEO • 004 Delegation to the CEO 	<ul style="list-style-type: none"> • 002 Treatment of the Public • 003 Treatment of Students
March		<ul style="list-style-type: none"> • 008 Chairperson's Role • 013 Cost of Governance • 014 Trustee Expenses 	<ul style="list-style-type: none"> • 005 Monitoring CEO Performance 	<ul style="list-style-type: none"> • 008 Financial Conditions and Activities (item #1) • IV 012 Communication and Support to the Board
April		<ul style="list-style-type: none"> • 015 Ownership Linkage 		<ul style="list-style-type: none"> • 011 Emergency CEO Replacement
May		<ul style="list-style-type: none"> • 011 Student Representation on the Board • 012 Student Trustee Role Description 	<ul style="list-style-type: none"> • 001 Global Governance-Management Connection 	<ul style="list-style-type: none"> • 001 General Executive Limitation • 004 Treatment of Staff
June		<ul style="list-style-type: none"> • 001 General Governance Commitment • 009 Board Committee Principles • 010 Board Committee Structure 		<ul style="list-style-type: none"> • 007 Financial Planning/ Budgeting • 008 Financial Conditions and Activities (item #1)