

UUA Board Policy Compliance Monitoring Tool =>

4.4 MONITORING PRESIDENT PERFORMANCE

Complete this assessment form and return to the Board CGO/Moderator by May 19, 2010.

Action needed: Review all sections of the policy listed and evaluate our compliance with policy.

Board Means Policy being monitored:

SECTION 4: BOARD-PRESIDENT LINKAGE

4.0 GLOBAL BOARD-PRESIDENT LINKAGE

The Board's sole official connection to the operational organization, its achievements and conduct will be through a Chief Executive Officer (CEO), titled President.

4.4 MONITORING PRESIDENT PERFORMANCE

Systematic and rigorous monitoring of President job performance will be solely against the only expected President job outputs: organizational accomplishment of the Shared Vision (Ends) as defined by Board policies, and organizational operation within the boundaries established in Board policies on Leadership Covenant and Expectations.

Accordingly:

1. Monitoring is to determine the degree to which Board policies are being met.
Data that 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 President 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 Trustee or Trustees assess compliance with the appropriate policy criteria.
3. In every case, the standard for compliance shall be *any reasonable interpretation by the President* of the Board policy being monitored. Only the Board may decide what constitutes a reasonable interpretation.
 - A. We will view the monitoring process as a learning opportunity, identifying and processing teaching moments produced by our work.
 - B. The Board may accept or reject a monitoring report based on the reasonableness of the interpretation and adequacy of the supporting data and/or information. Rejection would require a rewrite of the interpretation or a rehabilitation plan toward full compliance to be submitted within a specified period of time.
 - C. The Board has several options in addressing a monitoring report:
 1. Accept a report, finding that the interpretation is reasonable and that the data is in compliance with the metrics in the interpretation.
 2. Accept a report with acknowledgement of concerns and broad direction for the next rotation of monitoring reports. It would be

expected that the board concern expressed will be integrated into the next rotation of reporting for that policy in order for the board to accept the subsequent report.

3. Reject a report, expecting the report to be rewritten outside of the monitoring schedule, with a new interpretation and compliance, by a date specified.

a) Exception: In 2010, this option will only be used when the matter of monitoring is critical to the well-being of the organization. This policy will sunset on January 31, 2011.

4. Reject a report when the data is not in compliance with the interpretation's metrics, expecting the report to include a reasonable rehabilitation plan.

4. All policies that instruct the President 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, following the monitoring schedule in Appendix 3.A.

1. Indicate for each item (sub-policy) if you believe we are in strict compliance with the policy as stated?

4.4 MONITORING PRESIDENT PERFORMANCE YES _____ or NO _____

2. If you indicated that the Board is not in strict compliance with the policy as stated, please indicate what you notice that gives evidence that we are *not* in compliance?

3. How do you think we could improve our process to be in full compliance?

4. What do we need to learn or discuss in order to live by our policies more completely?

5. Does this policy remain in compliance with the Policy Governance model in terms of content and format? Yes ____ or No ____

Assessment completed by: _____

On date _____