

Policy Type: Board/Director Relationship**Monitoring Director Performance**

The Board will view Director performance as being identical to organizational performance. Director job performance will be monitored systematically against Director job expectations **which are defined as**: reasonable progress toward organizational accomplishment of the Board's **Ends** policies, and organizational operation within the boundaries established in the Board's **Executive Expectations** policies.

Accordingly:

1. Monitoring determines the degree to which Board policies are being met. Information not formally presented as monitoring data and that does not contribute directly to this purpose is not considered monitoring data.
2. The Board will acquire monitoring data on **Ends** and **Executive Expectations** policies by one or more of three methods:
 - a. By **internal report**, in which the Director discloses information and certifies compliance to the Board;
 - b. By **external report**, in which an external, disinterested third party selected by the Board assesses compliance with Board policies;
 - c. By **direct Board inspection**, in which the whole Board formally assesses compliance with the appropriate policy criteria.
3. The consistent standard for compliance for **Executive Expectations** policies shall be whether the Director has reasonably interpreted and acted within the scope of the Board policy being monitored. For **Ends** policies, the standard shall be whether the Director has reasonably interpreted and whether reasonable progress is being made toward achieving the Board's described results. The Board will make the final determination as to whether Director interpretation is reasonable, whether the Director is in compliance and whether reasonable progress is being made.
4. All policies that instruct the Director will be monitored on schedule and by a method chosen by the Board. The Board may monitor any policy at any time by any method, but as a rule will depend upon the Annual Agenda Planning Calendar in GP-8-E.

5. Each October, the Board will conduct a formal summative evaluation of the Director. The summative evaluation will be based upon data collected during the year from the monitoring of Board policies on **Ends** and **Executive Expectations**. A written evaluation document will be prepared by the Board.

The evaluation document will consist of a summary of the data derived during the year from monitoring the Board's policies on **Ends** and **Executive Expectations**, and:

- a. Conclusions based upon the Board's prior action during the year relative to whether each **End** has been achieved or whether reasonable progress has been made toward its achievement;
- b. Conclusions based upon the Board's prior action during the year relative to whether the Director has reasonably interpreted and operated properly within the boundaries established by the **Executive Expectations** policies;
- c. A summary of the Director's strengths and weaknesses relative to achievement of the **Ends** policies and operation within the boundaries established in the **Executive Expectations** policies.

Nothing in this policy is intended to imply the establishment of any personal rights not explicitly established by statute, contract or Board policy. All employment decisions related to the Director remain the sole discretion of the Board.

Adopted: 4/22/03
Revised: 10/26/04

Monitoring Method: *Board self-assessment*
Monitoring Frequency: *Annually in October*

Metropolitan Nashville Board of Education