Policy Type:	BOARD – CEO DELEGATION POLICY		DLICY BCD 5
Policy Title:	Monitoring Executive Performance		
Last Updated:	September 26, 2002	Reviewed:	Annually in September

Systematic and rigorous monitoring of CEO job performance will be undertaken. Performance will be measured solely against the CEO job products: the organizational accomplishment of Board policies on Ends and organizational operation within the boundaries established in Board policies on Executive Limitations.

- 1. Monitoring is simply to determine the degree to which Board policies are being met. Information that does not do this will not be considered to be monitoring data.
- 2. The Board will acquire monitoring information by one or more of three methods:
 - a) by INTERNAL REPORT: in which the CEO discloses interpretations and compliance information to the Board;
 - b) by EXTERNAL REPORT: in which an external, disinterested third party selected by the Board assesses compliance with the CEO's interpretation of Board policies;
 - c) by DIRECT BOARD INSPECTION: in which a designated Board member or members of the Board assess compliance with the CEO's interpretation of the appropriate policy criteria.
- 3. In every case, the Board will judge:
 - a) the reasonableness of the CEO's interpretation; and
 - b) whether data demonstrate accomplishment of the interpretation.
- 4. The standard for compliance shall be any reasonable CEO interpretation of the Board policy being monitored. The Board is the final arbiter of reasonableness, but will always judge with a "reasonable person" test rather than with interpretations favoured by Board members or by the Board as a whole.
- 5. All policies that 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 outlined in the current Annual Board Calendar.
- 6. The Board will have a yearly formal evaluation of the CEO based on the Executive Limitations and Ends Policies.