



FCC BOARD OF TRUSTEES POLICY

Policy Type: Board-CEO Delegation

Policy Title: Monitoring President Performance

Policy Number: BCD-4

Date Adopted: 2.21.2024

Version: 2.0

Date Last Reviewed: 9.18.2024

Responsible Party: President's Office

Reviewing Committee: Board of Trustees

Monitoring CEO performance is synonymous with monitoring organizational performance against Board policies on Ends and on Executive Limitations. Any evaluation of the President's performance, formal or informal, may be derived only from these monitoring data. Systematic and rigorous monitoring of President job performance will be solely against the Board's required President job outputs: organizational accomplishment of the President's reasonable interpretation of Ends policies and organizational performance with the boundaries of the President's reasonable interpretation of Executive Limitations policies.

1. The purpose of monitoring is to determine the degree to which Board policies are being fulfilled. Only information which addresses this will be considered to be monitoring.
2. A given policy may be monitored in one or more of three ways:
 - 2.1. Internal report: Disclosure of compliance information by the President, along with his or her explicit interpretation of Board policy, and justification for the reasonableness of interpretation.
 - 2.2. External report: Discovery of compliance information by an external, disinterested third party, who has appropriate qualifications and a suitable level of independence from management, and who is selected by and reports directly to the Board. The President should be notified of this activity.
 - 2.3. Direct Board Inspection: 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 "reasonable/sound judgment" test of policy compliance. Such an inspection is only undertaken at the instruction of the Board and requires notification to the President.

3. Regardless of the method of monitoring, the standard for compliance shall be any reasonable President 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 interpretations favored by Board members, the disinterested third party, or even the Board as a whole.
4. Upon the choice of the Board, any policy can be monitored by any of the above methods at any time. For regular monitoring, however, each Ends and Executive Limitations policy will be classified by the Board according to frequency and method.
5. A formal evaluation of the President by the Board will occur annually in June, based on the achievement of the Board’s Ends policies and non-violation of its Executive Limitations policies. This formal evaluation will be conducted by cumulating the regular monitoring data provided during the year and the Board’s recorded acceptance or non-acceptance of the reports, and identifying performance trends evidenced by that data.

MONITORING SCHEDULE				
Number	Policy	Method	Frequency	FY 2025
E-1	Ends	Internal Report	Annually	August 2025
EL-0	Global Executive Constraint	Internal Report	Annually	March 2025
EL-1	Treatment of Students	Internal Report	Annually	October 2024
EL-2	Treatment of Employees	Internal Report	Annually	October 2024
EL-3	Communication & Support to the Board	Internal Report	Annually	June 2025
EL-4	Financial Conditions and Activities	Internal Report	Annually	November 2024
EL-5	Organizational Culture	Internal Report	Annually	March 2025
EL-6	Planning	Internal Report	Annually	January 2025
EL-7	Land Use	Internal Report	Annually	January 2025
EL-8	Access to Education	Internal Report	Annually	August 2025
EL-9	Asset Protection	Internal Report	Annually	February 2025
EL-10	Investments	Internal Report	Annually	February 2025
EL-11	Compensation and Benefits	Internal Report	Annually	April 2025

Date Of Change	Version	Description of Change	Responsible Party
2/21/2024	1.0	First release following Policy Governance consulting work.	President
9/18/2024	2.0	Regular Review - Updated Monitoring Schedule	President