



## SCHOOL DISTRICT NO. 50 HAIDA GWAI BOARD POLICY MANUAL

### **Policy A.3 (Formerly 3.0)**

**Policy Subject:** BOARD-STAFF RELATIONSHIPS

**Date Passed:** November 24, 1998

**Date Approved:** November 24, 1998

**Date Amended:** NA

**Policy:** BOARD-STAFF RELATIONSHIPS

#### 3.1 Delegation to the Chief Executive Officer

All Board authority delegated to staff shall be delegated through the Chief Executive Officer, so that all authority and accountability of staff, as far as the Board is concerned, is considered to be the authority and accountability of the Chief Executive Officer.

Consequently:

3.1.1 The Board will direct the Chief Executive Officer by establishing Aims.

3.1.2 The Board will limit the latitude of the Chief Executive Officer in practices, methods, conduct and other "means" to the ends only through establishment of Executive Limitations.

3.1.3 The Board changes the latitude of choice given to the Chief Executive Officer by changing its Aims and Executive Limitations.

3.1.4 As long as the Chief Executive Officer uses reasonable interpretation of the Board's Aims and Executive Limitations, he/she is authorized to lead and manage the school district, and the Board and its members will respect and support his/her choices.

References: School Act: 20, 22, 23

School Act Regulations: 4, 5, 6, 7

3.1.5 Only decisions of the Board acting as a corporate body are binding upon the Chief Executive Officer. Decisions or instructions of individual Board members, representatives, or committees are



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not binding on the Chief Executive Officer except when the Board has specifically assigned such authority.

3.1.6 In the case of Board members or committees requesting information or assistance without Board authorization, the Chief Executive Officer can refuse requests if, in the Chief Executive Officer's judgment, they request a material amount of staff time or funds, or are disruptive.

### 3.2 Monitoring Executive Performance

Monitoring executive performance shall be synonymous with monitoring organizational performance against Board policies on Aims and on Executive Limitations.

Consequently:

3.2.1 Only information which determines the degree to which Board policies are being fulfilled will be considered to be monitoring.

3.2.2 Any evaluation of Chief Executive Officer's performance, formal or informal, may be derived only from the above information.

3.2.3 Monitoring will be as automatic as possible, using a minimum of Board time so that meetings can be used to create the future rather than to review the past.

3.2.4 A given policy may be monitored in one or more of three ways:

(a) Internal Report: Disclosure of compliance information to the Board from the Chief Executive Officer.

(b) External Report: Discovery of compliance by a disinterested, external auditor, specialist, or consultant who is selected by and reports directly to the Board. Reports must assess executive performance only against policies of the Board, unless the Board has previously indicated that the external party's opinion should be the standard.

(c) Direct Inspection: Discovery of compliance by a Trustee, a committee or the Board as a whole through inspection of documents, activities or circumstances as directed by the Board which allows a "prudent person" test of policy compliance.



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3.2.5 The Board will be mindful of the professional, ethical and legal considerations in monitoring, especially in accessing records such as confidential client and personnel files.