

B-GM 2 **Accountability of the GM**

Adopted: 9/21/06 (unofficially)

Revised: 9/17/08

Monitored: May

The authority and accountability of staff, as far as the board is concerned, is considered the authority and accountability of the GM.

B-GM 2.1 The board will view GM performance as identical to organizational performance so that organizational accomplishment of board-stated ends and avoidance of board-proscribed means will be viewed as successful GM performance.

B-GM 2.2 The board will conduct a formal annual review of GM performance to be used in determining salary and other compensation, using tools designed in consultation with the GM. The basic evaluation will be based solely on monitoring of Ends and Executive Limitations policies, but yearly incentive targets and rewards may be set. The evaluation year is from September 1st to September 1st, adjustments to salary will be effective on October 1st following the evaluation (see also GP 6.2). The principles of the evaluation process will be:

- a) The board speaks with one voice
- b) Mutually agreed-upon process and criteria (no surprises)
- c) Positive reinforcement
- d) Confidentiality

B-GM 2.3 The board will refrain from evaluating, either formally or informally, any staff other than the GM.

B-GM 2.4 The board will not give instructions to persons who report directly or indirectly to the GM.