

## **Decision Profile**

### **District Superintendent Monitoring Report Review**

#### **Decision Required:**

Whether the District Superintendent's Monitoring Report for October 2023 should be accepted.

#### **Why It's Coming to DEXCOM:**

It is DEXCOM's responsibility under Policy Governance to assess the District Superintendent's Monitoring Report.

#### **Background:**

The DEXCOM Policy Governance Manual is a key element in the governance structure adopted by DEXCOM. This manual covers the basic elements of Policy Governance and is broken into four sections:

1. Ends
2. Governance Process
3. DEXCOM-Management Delegation
4. Executive Limitations

Under Section 3 – DEXCOM-Management Delegation we find the following:

#### **3.4. Monitoring District Superintendent Performance**

Systematic and rigorous monitoring of the District Superintendent's job performance will be against the organizational accomplishment of DEXCOM policies on Ends and organizational operation within the boundaries established in DEXCOM policies on Executive Limitations.

- 3.4.1. Monitoring is simply to determine the degree to which DEXCOM policies are being met. Information that does not do this will not be considered to be monitoring information.
- 3.4.2. DEXCOM will acquire monitoring information by one or more of three methods:
  - 3.4.2.1. By internal report, in which the District Superintendent discloses interpretations and compliance information to DEXCOM.



- 3.4.2.2. By external report, in which an external, disinterested third party selected by DEXCOM assesses compliance with DEXCOM policies.
- 3.4.2.3. By direct DEXCOM inspection, in which a designated member or members of DEXCOM assess compliance with the appropriate policy criteria.
- 3.4.3. In every case, DEXCOM will judge:
- the reasonableness of the District Superintendent's interpretation and
  - whether data demonstrate accomplishment of the interpretation.
- 3.4.4. The standard for compliance shall be any reasonable District Superintendent interpretation of DEXCOM policy being monitored. DEXCOM is final arbiter of reasonableness but will always judge with a "reasonable person" test rather than with interpretations favoured by DEXCOM members or by DEXCOM as a whole.
- 3.4.5. All policies that instruct the District Superintendent will be monitored at a frequency and by a method chosen by DEXCOM. DEXCOM can monitor any policy at any time by any method but will ordinarily depend on a routine schedule.

<b>Policy</b>	<b>Method</b>	<b>Frequency</b>	<b>Month</b>
Ends	Internal	Annually	April
Global Executive Constraint	Internal	Annually	April
Treatment of Ministry Recipients	Internal	Annually	April
Treatment of Staff	Internal	Annually	April
Financial Planning and Budgeting	Internal	Annually	October
Financial Condition and Activities	Internal	Annually	October
Monitoring	Internal	Annually	October
Financial Updates	Internal	Biannually	April, October
Audit	External	Annually	April
Emergency DS Succession	Internal	Annually	October
Asset Protection	Internal	Annually	October
Compensation and Benefits	Internal	Annually	October
Communication and Support to DEXCOM	Direct Inspection	Annually	April
Strategic Planning	Internal	Biennially	April (Year after DC)
District Conference (DC) Preparation and Process	Internal	Biennially	April (Year after DC)
District Risk Management Policies	Internal	Annually	April
District Human Resources Management	Internal	Annually	April
Church Bylaws	Internal	Annually	October



The intent under policy governance is to simply evaluate if the District Superintendent has made acceptable interpretations of the policies and that the responses that they have given indicate that the Ends have been achieved and that the executive limitations have been adhered to. Depending on the monitoring schedule (see above) there may or may not be any Ends to evaluate.

Put another way, the two questions that we need to ask ourselves about each policy compliance statement are:

1. Has the District Superintendent provided a reasonable interpretation of the policy?
2. Is there sufficient evidence to convince me that this limitation has not been exceeded or that the end has been achieved?

DEXCOM must evaluate the Monitoring Report and formalize a statement concerning the report.

**Recommendation:**

The review of the District Superintendent's Monitoring Report should result in an acceptance statement that follows a similar format to that below:

*THAT DEXCOM has accepted the Monitoring Report for October 2023 as providing reasonable interpretation and evidence of compliance with all aspects of the policies covered [except for policies X, DEXCOM accepts the explanations for the non-compliance with policies X and the commitment to have them rectified by completing Y by date Z].*

and/or if more information is required to demonstrate evidence of compliance:

*THAT the District Superintendent submit information on policies X to DEXCOM within XX days.*

