

BOARD AND GOVERNOR EVALUATION POLICY

Approved by: Board of Governors
Authorizer: Governance Committee
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POLICY STATEMENT

The purpose of this policy is to set out the process for Board and governor evaluation.

SCOPE

This policy applies to the Board.

DEFINITIONS

Board: The board of governors of the College.

College: The Conestoga College Institute of Technology and Advanced Learning.

PRINCIPLES

The intention of the Board is to have a formal annual evaluation process to ensure continuous improvement for the Board and individual governors. Evaluations shall be conducted in a manner that is:

- constructive,
- confidential,
- objective,
- transparent, and
- accountable.

POLICY

The Governance Committee will conduct the annual process for evaluation of the Board based on Board Role Policy and Board Code of Conduct. The Board Chair will conduct an annual evaluation of the individual governors.

The Board evaluation may assess:

- Governance effectiveness;
- Strategic oversight;
- Financial oversight;
- Risk oversight;
- Quality of Board discussions and decision-making;
- Meeting effectiveness;
- Relationship with the President;
- Stakeholder engagement; and
- Achievement of governance objectives.

Each governor shall complete an annual self-assessment that may consider their knowledge of the College and the role of the Board, as well as behaviour and participation in meetings.

The Governance Committee shall establish and maintain evaluation tools that may include:

- Confidential surveys;
- Self-assessment questionnaires;
- Interviews;
- Facilitated discussions; and
- External governance reviews.

Responses of all governors for the evaluation of the Board will be consolidated anonymously for review by the committee and individual governor responses to any self-evaluation will be treated as strictly confidential unless disclosure is required by law or expressly authorized.

The committee will provide a report to the Board on the results of the evaluation of the Board as a whole and key issues to be addressed to ensure continuous improvement.

RELEVANT LEGISLATION AND RELATED DOCUMENTS

- Board Role Policy
- Board Code of Conduct