
	<b>TITLE OF THE POLICY: CEO PERFORMANCE, EVALUATION AND COMPENSATION</b>	<b>Policy Number: BRD-0510</b>
	<b>Policy Tool Type: Policy</b>	<b>Policy Level: Level III</b>
	<b>Accountability: Board of Trustees</b>	<b>Page 1 of 4</b>

<b>Approval Date</b>	<i>October 26, 2021</i>
<b>Revision Date</b>	
<b>Approved by</b>	<i>Chair, Board of Trustees</i>
<b>Approver Signature</b>	
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<b>Cross- Reference</b>	

## PURPOSE

To outline the process for the President and CEO Performance Evaluation.

## SCOPE

This policy applies to the Board of Trustees and the President/CEO.


## POLICY STATEMENT(S)

The President and CEO Performance Evaluation is comprised of two elements, which in total represent the required elements for performance review. These elements are as follows:

- President and CEO annual workplan.
- President and CEO Competencies.

## PROCEDURE

The Chair shall initiate the President and CEO Performance Evaluation in March of each year. The Executive Committee of the Board will be responsible for the evaluation process of the President and CEO.

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## **President and CEO Goals and Objectives**

Each March, the President and CEO will submit to the Executive Committee a workplan for the next fiscal year, including related metrics such as desired outcomes and timing. The President and CEO Goals and Objectives will be consistent with the Central Health Strategic Plan.

The President and CEO workplan will ensure the workplan includes the responsibilities of the position, Quality Improvement Plan, Strategic Plan and the Balanced Scorecard. Throughout the year, progress shall be reviewed by the Board Chair in order to review and assess progress and any appropriate changes to the work plan.

At year end, the completed work plan, including the President and CEO input on achievements, shall be given to the Executive Committee.

The final assessment of the achievements shall represent one of the two parts of the President and CEO Performance Evaluation. A summary shall be given to the Board by the Executive Committee.

This process shall be repeated annually subject to any changes proposed by the Executive Committee and approved by the Board of Trustees.


## **President and CEO Competencies**

The competencies which are essential to the success of the President and CEO shall comprise the second element of the Performance Evaluation.

A competency is defined as any knowledge, skill, trait, motive, attitude, value, or other personal characteristic that is essential to perform the job and that differentiates good from superior performance. The essential competencies and their subsets are as follows:

### **Achieving Results**

- Building Strategic Partnerships
- Collaboration

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- Impact and Influence
- Organizational Awareness
- Results Orientation
- Service and Quality Orientation

#### Leading Effectively

- Building Organizational Capacity
- Holding Self and Others Accountable
- Visionary Leadership

#### Thinking Critically

- Business Acumen
- Strategic Orientation

#### Personal Effectiveness

- Interpersonal Sensitivity
- Leadership Presence


The Chair will initiate annually the evaluation of the President and CEO in terms of these competencies.

In April, Board members will be asked to participate in the President and CEO Evaluation via a web-based tool to assist in the competency assessment.

Additionally, at the discretion of the President and CEO, up to six (6) others may be asked to participate. These six are in addition to the Board members and are a combination of internal and external stakeholders.

By the end of April, a summary report prepared by the Vice-President, People and Transformation will be sent to the Board Chair.

The Board Chair will meet with the President and CEO for a preliminary review of the competency assessment.

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The Board Chair, with the Executive Committee members, shall meet with the President and CEO to review the results from the competency assessment, and to discuss the achievements in the President and CEO annual Goals and Objectives.

A summary representing both elements will be presented to the Board by the Chair at the May Board meeting.