



Board of Governors Goals for 2022-2023

- 1. Oversight: The Board will effectively discharge its fiduciary duties and all responsibilities in the Board plan.**

Measurement: 100% of the Board's work plan is completed.

Measurement: Governors are provided training that highlights their obligation to act honestly, in good faith, and in the organization's best interest.
- 2. Governance: The Board will assess the implementation of the new governance model and framework approved in June 2022.**

Measurement: The Board receives a mid-year report from the Governance Committee assessing the effectiveness of the new governance model and framework, identifying any gaps or questions that require interpretation, and as an outcome, advises on required changes to the governance model.
- 3. Continuous Improvement: The Board will emphasize professional development for its Governors and assess how its processes might be improved as a matter of practice.**

Measurement: The Board's meeting assessment process is reviewed through the lens of creating a culture where constructive feedback is welcomed and encouraged. The Governance Review Committee will oversee this process to ensure and encourage a culture of continuous improvement.

Measurement: The Governance Committee will review the consolidated feedback from the 2021-2022 Board evaluation and provide a report to the Board. Each Committee will implement changes and report on progress to the Governance Committee.

Measurement: The Board completes a self-assessment, and each Committee completes a start/stop/continue evaluation with the results to be presented to the Board at its June meeting, with the goal of implementing suggestions for improvement during the 2023-2024 Board year.

Measurement: All governors are provided a minimum of three (3) opportunities to participate in professional development. Examples of professional development could be programming offered through the Centre of Board Excellence, the Board's Learn More series, attendance at CIGan or other conferences, and participation in the mentorship program.
- 4. Strategic Leadership: The Board will provide strategic leadership as it relates to the post-pandemic recovery and oversight of the Board's strategic plan.**

Measurement: The Board is provided with business plan updates that demonstrate the advancement of the strategic plan, with each update to focus on one or more of the strategic pillars.
- 5. Diversity and Inclusion: To support an inclusive environment and demonstrate leadership in diversity and inclusion, the Board will review the resulting data from the self-identification survey, college sector best practices and continue to approach all board matters inclusively and equitably.**

Measurement: The Board is provided an update on the various equity, diversity, and inclusion initiatives the College is a signatory to, including the Indigenous Education Protocol, the Dimensions Charter, and the Black North Initiative.

Measurement: The Nominating Committee continues to incorporate diversity strategies into the Board's recruitment and selection process.

6. Succession planning: The Executive Committee will review the succession plans of the President and the executive team and evaluate any gaps, risks, or issues that could impact effective succession planning.

Measurement: The Executive Committee will complete a review of the status of the President's employment contract and direction.

Measurement: The Executive Committee will review the Board's succession plan and the College's succession planning process for executive positions.

Measurement: The Board Chair will work with the College Employer Council Board of Directors to advocate for changes to Bill 124 that would provide the ability for the Board to appropriately and prudently implement compensation changes for the President.