

Title	Evaluation of the President's Performance
Policy Number	435
Policy Category	C
Approving Body	Board of Governors
Approval Date	September 24, 2015
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Next Review Due	March 2023

Section 1: Overview

- (1.1) The College's achievement and success are directly linked to the President's performance. The Board is responsible for establishing a fair and objective process for evaluation of the President's performance.

Section 2: Purpose

- (2.1) This Policy establishes the process the Board will apply to evaluating the President's performance to ensure that Board policies and College objectives are met, and that responsibilities pursuant to the Act and other relevant legislation are carried out.
- (2.2) The evaluation shall assist the Board to recognize achievements and opportunities for development.

Section 3: Definitions

- (3.1) In this Policy:
"Act" means the British Columbia *College and Institute Act*.
"Board" means the Langara College Board of Governors.
"College" means Langara College.

Section 4: Policy

- (4.1) Formal performance evaluation will occur at the end of the first year and then every three years thereafter throughout a President's term of office.
- (4.2) Formal performance evaluation shall assess three areas:
(a) accomplishment of the College's Vision, Mission, Values, and Strategic Plan;
(b) accomplishment of responsibilities pursuant to the Act and other legislation; and
(c) operation within the boundaries of prudence and ethics established through Board policies and the job description.
- (4.3) Presidential self-evaluation shall be completed every year and shall be completed six months prior to each formal performance evaluation.
- (4.4) In addition to the formal evaluation process established by this Policy, the Board Chair shall provide ongoing informal feedback to the President as required.



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Section 5: Procedure

- (5.1) The Board shall establish a task force to be responsible for oversight of the presidential evaluation process. The Chair of the task force shall be the Board Chair.
- (5.2) As part of the formal performance evaluation process, the task force shall invite the following groups to provide written feedback: all Board members; representatives of the College employee groups; and students.
- (5.3) The task force may in its discretion also seek input from any group or individual, including members of the external community.
- (5.4) The task force shall review the data and prepare an evaluation report for discussion at an in-camera meeting of the task force, without the President present.
- (5.5) The Board Chair shall present and discuss the evaluation report with the President.
- (5.6) A summary of the evaluation report shall be presented at a special in-camera Board meeting.
- (5.7) In years where formal performance evaluation does not occur, the Board Chair shall meet with the President to discuss the annual presidential self-evaluation. The presidential self-evaluation shall be presented at a special in-camera Board meeting.

Section 6: Review Date

- (6.1) A review of this Policy should be completed no later than every five years.

