

Title	Evaluation of the President and CEO's Performance
Policy Number	435
Policy Category	C
Approving Body	Board of Governors
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Section 1: Overview

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

Section 2: Purpose

- (2.1) This Policy establishes the process the Board will apply to evaluating the President and CEO'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) Performance evaluation will occur at the end of the first year and then every year thereafter throughout a President and CEO's term of office.
- (4.2) Performance evaluation shall assess three areas:
- (a) accomplishment of the College's Vision, Mission, Values, and strategic priorities;
 - (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) President and CEO's self-evaluation shall be completed every year.
- (4.4) In addition to the evaluation process established by this Policy, the Board Chair shall provide ongoing informal feedback to the President and CEO as required.

Section 5: Procedure

- (5.1) The President and CEO will complete a self-evaluation of the annual Performance Plan for review and recommendation by GNC to the Board of Governors. The annual Performance Plan includes individual leadership and performance goals and institutional strategic priorities.
- (5.2) The Board shall review the recommendation from GNC at a special In Camera meeting of the Board.
- (5.3) If the President and CEO is being considered for re-appointment, GNC may choose to invite the following groups to provide written feedback: all Board members; representatives of the College employee groups; and students.
- (5.4) GNC may in its discretion also seek input from any group or individual, including members of the external community.
- (5.5) GNC shall review the data and prepare an evaluation report for discussion at an in-camera meeting, without the President and CEO present.
- (5.6) The Board Chair shall present and discuss the evaluation report with the President and CEO.
- (5.7) A summary of the evaluation report shall be presented at a special in-camera Board meeting.
- (5.8) In years where there is no re-appointment process, the Board Chair shall meet with the President and CEO to discuss the annual President and CEO's self-evaluation.

Section 6: Review Date

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