

BRIEFING NOTE

TO: Board of Directors

FROM: Governance Committee

DATE: October 4, 2021

SUBJECT: 8.1 Third Party Assessment of Board Effectiveness

☒ For Decision

☐ For Information

☐ Monitoring Report

Purpose:

To consider implementing a process for regular third-party assessments of the COO Board's effectiveness.

Background:

On December 5, 2016, the Board committed to the process of formally evaluating its own performance and effectiveness. The Board and committee members recognized that they set the standard for excellence for the College and that their ability to lead in this area is partly through self-reflection. There had been some discussion with respect to exploring options for a third-party assessment of Board effectiveness at a minimum every three years.

In September 2020, the College Performance Measurement Framework (CPMF), a new initiative undertaken by the Ontario Ministry of Health (Ministry), was created to measure in a standardized and consistent manner how well regulatory colleges are executing their mandate.

The primary aim of the CPMF was to provide the Ministry with information that will strengthen accountability and oversight of Ontario's health regulatory colleges; and help colleges improve their performance. The COO's CPMF Report was submitted to the Ministry in March of this year. One of the areas the COO identified for planned improvement over the next reporting period was under the Governance Domain Standard 1.2, exploring options for a regular third-party assessment of the Board's effectiveness to be undertaken every three years.

For Consideration:

At its September 2021 meeting, the Governance Committee received a presentation on the importance of assessing board effectiveness.

There are numerous rationales for boards to engage in regular third-party evaluations of its own effectiveness, including that third-party evaluations offer the potential to:

1. Yield meaningful and reliable feedback on the board's performance from an objective third party, over and above what can be gleaned from a self-evaluation process.

2. Demonstrate accountability and a desire for continuous improvement.
3. Allow for alignment with expectations set by the Ministry.

If the board agrees to adopt a process for third-party evaluations, the administrative team will engage an appropriate consultant to carry out the first evaluation in 2022, and every three years after that. The evaluation process will likely include some or all of the following steps:

1. Interviews/discussions with board members
2. Surveys or other assessment tools
3. Observation of at least one board meeting
4. Review of board documents
5. Review of a final report that identifies areas of strength and areas for improvement

Public Interest Considerations:

It is recommended that the Board articulate its public interest rationale for its recommendation on whether or not to accept this proposal.

Diversity, Equity and Inclusion Considerations:

It is recommended that the Board articulate what diversity, equity and inclusion considerations it might have for its recommendation on whether or not to accept this proposal.

Recommendation:

That the Board implement a process for third party evaluations of its performance, beginning in 2022 and every three years following, with a consultant to be retained by College administration in accordance with the Vendor Relations Policy, as recommended by the Governance Committee.