



# Timmins and District Hospital

## L'Hôpital de Timmins et du district

<b>Policy Title:</b> BOARD PERFORMANCE AND EFFECTIVENESS EVALUATION		
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### A. Purpose

To review, evaluate and monitor the performance of board members.

### B. Content

The Board members will complete a formal self-evaluation and an overall Board evaluation annually. These formal surveys shall assist the Board Governance Committee to address board development/ educational needs, assist the Chair in developing Board meeting agendas and help to guide in succession planning (i.e. identifying skills matrix needs). They shall assist the Board in identifying and addressing opportunities for improvement in how it functions, such as monitoring the length of meetings, monitoring agendas to reduce time on reporting items, and improving the way the Board operates as a team.

### C. Policy/Procedure

The process of evaluation may include a variety of tools such as seeking feedback from members, evaluating processes to make sure they make the best use of member's time and skills; and reviewing achievement and results relative to the strategic plan, goals and objectives.

Board will undertake regular review of its effectiveness to determine if its responsibilities have been fulfilled. These include: strategic plan oversight; financial stewardship; quality, risk and patient safety monitoring; effectiveness of the communication plan; and CEO evaluation.

The Board will regularly review the performance of the Board Chair. The performance may be evaluated in part against his or her responsibilities, adherence to the values and ethics framework of the hospital, and contribution to meetings.

The Board will regularly review the contribution of individual members and provide feedback to them. The review may include: member attendance; preparation for and contribution in meetings; knowledge about the hospital, its strategic direction, and its operational environment; adherence to the values and ethics framework of the hospital; and whether the Board member follows through on obligations between meetings.

The Board will complete Accreditation Canada's Governance Functioning Tool at a minimum of once every accreditation cycle.

#### **D. References**

1. Evaluation Assessment Forms
2. Accreditation Functioning Tool

#### **E. Appendices/Links**

N/A