
 The College of Naturopaths of Ontario	Policy Type	COUNCIL POLICIES
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Reflecting the Council's commitment to excellence in governance and the importance of good governance to the principles of public protection, the Council will evaluate the effectiveness of Council as a whole, Council Committees and the individual contributions of Council and Committee members.

Accordingly,

- 1 Each year, starting in May and concluding in July, Council and Committees will evaluate their own performance as a whole and the individual contributions that members make in relation to the responsibilities highlighted in our *Governance Process Policies* and *Council-CEO Linkage policies*.
- 2 The evaluation process will be overseen by an independent third-party consultancy that specializes in governance evaluation process.
- 3 The Governance Evaluation Framework will include the following three components.
 - a) A general performance assessment for the Council and each of its committees.
 - b) An individual self-assessment conducted by each Council and Committee member.
 - c) A peer assessment conducted by each Council and Committee member on each of their peers on Council and each Committee.
4. In order to ensure confidentiality and a fair process, individuals self-assessments an peer assessments of each Council or Committee member will be provided only to the consultant and shall not be provided to the College nor held among the records of the College.
- 5 At the conclusion of the evaluation process in July or as soon as practical thereafter, the consultant will do the following.
 - a) Present the evaluation of Council and each committee to Council and each committee respectively.
 - b) Meet with each Council and Committee member to review their own self-assessment comparatively with the peer assessment received for them. Each meeting will cover all of efforts of the individual with Council and their various Committees to which they have been appointed. The intent of the meeting is to provide coaching and guidance on how they may individually be able to improve their own performance.
 - c) Provide an action plan for Council and Committee members to all for targeted development.
6. As soon as is practical after the Council and Committees have received their evaluations, the College will publish on its website a summary of findings for the evaluation of Council and each Committee as well as an action plan as to how any deficiencies will be addressed. Individual Action Plans for Council and Committee members will not be published.

DATE APPROVED	DATE LAST REVISED
July 30, 2013	March 29, 2023

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7. Individual Action Plans will be confidential between the external consultant and the individual Council and Committee members; however,
 - a) The external consultant will be asked to provide non-identifiable summary information about any education or training that might have been recommended to volunteers to allow the Governance Committee and CEO to evaluate whether such education may be provided through a structured program; and
 - b) The Governance Committee will follow up with Council and Committee members during the year to offer assistance or support on their individual action plans that have requested assistance.

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