

 The College of Naturopaths of Ontario	Policy Type GOVERNANCE PROCESS	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 a summary to the Council Chair and CEO of the individuals with whom they have met to provide coaching and guidance. The summary shall also include any broad themes of education and training that is warranted based on the assessments.
 - d) Provide an action plan for Council and Committee member to the CEO and the Governance Committee of the College to allow for targeted development of Council and Committee members based on individual needs.

DATE APPROVED	DATE LAST REVISED
July 30, 2013	November 24, 2021

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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.

7. Individual Action Plans for Council and Committee members will be provided to the Governance Committee. The Committee shall review the plans and take the following actions:
 - a) make recommendations to Council regarding any education that might be provided to all volunteers through a structured program; and
 - b) follow up with individual Council and Committee members midway through the year to provide any assistance and guidance necessary in support of the individual action plans.

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