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, a performance evaluation of the Council or its Committees will be undertaken such that the Council or 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 or each of its committees in alternate years.
b) An individual self-assessment conducted by each Council or each Committee member in alternate years.
c) A peer assessment conducted by each Council or each Committee member in alternate years, on each of their peers on Council or on each Committee as the case may be.

4. In order to ensure confidentiality and a fair process, individual self-assessments and 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 or each committee to Council and each committee respectively.
b) Meet with each Council or Committee member to review their own self-assessment comparatively with the peer assessment received for them. Each meeting will cover all of the 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 or each Committee member for targeted development.

6 As soon as practical after the Council or 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 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 that have requested assistance during the year to offer assistance or support on their individual action plans.