



MONITORING ORGANIZATIONAL PERFORMANCE

Category:	BOARD GOVERNANCE			
Policy Number:	BG-20			
Board Approval Date:	June 11, 2026			
Objective:	The purpose of this policy is to guide the Board of Governors (the Board) in systematic and rigorous monitoring of organizational performance.			
Scope:	This policy applies to all members of the Olds College Board of Governors.			
Definitions:				
Policy:	1.	The purpose of monitoring is to determine the degree to which Board Oversight policies are being fulfilled.		
		1.1	A Board Oversight policy may be monitored in one or more of three ways:	
			1.1.1	Internal Report provided under the direction of the President.
			1.1.2	External Report provided by an external, arms’ length third party who is selected by and reports directly to the Board.
			1.1.3	Direct Board Inspection provided by a designated Board member, a committee or the Board as a whole. Such an inspection is only undertaken at the instruction of the Board.
		1.2	While any Oversight Policy may be monitored at any time, the Board will typically adhere to the attached monitoring schedule.	
			1.2.1	In the event the Board chooses to monitor a Board Oversight Policy in a way other than internal report or on a timeframe other than the attached schedule, the President will be made aware.
	2.	The cumulative Board Oversight monitoring data provided during the year will be considered in the course of the President’s annual performance assessment.		
	Related Information:	BPR-3 President’s Performance Assessment Policy BPR-3.1 President’s Performance Assessment Procedure		
Related Procedures:				
Review Period:	3 years			
Revision History:	NEW: May 2025 Revised: June 2026			



ORGANIZATIONAL PERFORMANCE MONITORING SCHEDULE

Policy Number	Policy	Method	Frequency	Date
BO-1	Board Strategic Priorities	Internal Report	Annually	June
BO-2	Financial Planning Oversight <i>Includes:</i> <i>Annual Operating & Capital Budgets</i> <i>Succession Planning (bi-ennial odd years)</i>	Internal Report	Annually	May
BO-3	Enterprise Risk Oversight	Internal Report	Quarterly	Sept./Nov./March/May
BO-4	Investments Oversight	Internal Report	Quarterly	Sept./Nov./March/May
		External Report	Annually	November
BO-5	Fiscal Oversight <i>Includes:</i> <i>Budget to Actuals</i> <i>Cash Flow Analysis</i> <i>Internal Controls</i> <i>Plan to Address Audit Recommendations</i> <i>Recruitment Report</i> <i>Enrolment Report</i> <i>Institutional Fee & Cost Comparison</i> <i>Industry Training & Con Ed</i> <i>Financial Awards Report</i>	Internal Report	Quarterly Annually	Sept./Nov./March/May November November / March November / March May November September September
		External Report	Annually	November (Audit Exit) March (Audit Entry)
BO-6	Asset Oversight <i>Includes:</i> <i>Smart Farm Impact Report</i> <i>Facilities Report</i>	Internal Report	Annually	March
BO-7	Major Capital Projects	Internal Report	Annually	September
BO-8	Major Co-Investment Partnerships	Internal Report	Annually	September
BO-9	Major Business Relationships	Internal Report	Annually	September
BO-10	Organizational Culture <i>Includes:</i> <i>Code of Conduct</i> <i>Indigenous Report</i> <i>EDI Report</i> <i>ACIFA Survey</i>	Internal Report	Annually	May



BO-11	Treatment of Employees and Volunteers <i>Includes:</i> Health & Safety Employee Engagement Survey Confidence Line Investigations/Complaints Labour Relations Succession Planning (biennial odd years)	Internal Report	Annually	March
BO-12	Learning Environment <i>Includes:</i> Comprehensive Program Review Residence Performance Student Experience (biennial) Work Integrated Learning Student Complaints/Investigations Cohort Completion & Graduate Outcomes Dual Credit Athletics, Wellness, Fitness Impact Apprenticeship Participation	Internal Reports	Annually	June
BO-13	Employee Compensation & Benefits	Internal Report	Annually	November
BO-14	Land Use	Internal Report	Annually	November
BPR-3	President Communication & Support to the Board	Direct Inspection	Annually	November