



PRESIDENT PERFORMANCE ASSESSMENT

Category:	BOARD PRESIDENT RELATIONSHIP
Policy Number:	BPR-3
Board Approval Date:	December 12, 2024

Objective:	The assessment of the President provides a formal and predictable opportunity for the Board and the President to have a constructive discussion regarding the performance of the institution and the President's leadership.		
Scope:	This policy applies to the President and the members of the Board of Governors of Olds College.		
Definitions:			
Policy:	1.	The Board is solely responsible for assessing the performance of the President.	
	1.1	The Board will conduct a performance assessment at least annually.	
		1.1.1	The Board Chair is responsible for the overall management process, acting to ensure its focus and its timely completion.
	1.2	Informal confidential performance discussions will be held as required throughout the year between the President and Board Chair.	
	2.	The Board will set clear expectations for the President.	
	2.1	The performance assessment process will be transparent and actively involve the President and the Board.	
	2.2	The process will utilize appropriate and multiple information sources, including internal and external stakeholders as necessary to obtain a clear picture of performance.	
	3.	The assessment will consider what has been achieved and how it has been achieved.	
	3.1	The assessment will include consideration of the overall executive leadership capacities.	
		3.1.1	Annually, the President will provide in writing their proposed goals and objectives, aligned with the Board-approved Strategic Plan, and submit them for Board approval.



OLDS COLLEGE BOARD OF GOVERNORS POLICY