

<b>Policy Type</b>	<b>Policy Title</b>
Board-Chief Executive Officer Relationship	Chief Executive Officer Evaluation and Development Program
<b>Policy BC # 2E</b>	<b>Date of Board Approval:</b>
	<b>September 2002</b>
	<b>Date of Revisions:</b>
	April 20, 2005
	January 17, 2008

## **2E. Chief Executive Officer Evaluation and Development Program**

The Board will conduct an annual evaluation of the Chief Executive Officer based on the Chief Executive Officer Evaluation and Development Program of the Interlake Regional Health Authority, as contained in the Board governance manual, in order to:

- Provide a consistent framework for monitoring Board Ends
  - Provide for the training or development of the Chief Executive Officer
  - Ensure the Chief Executive Officer is evaluated fairly, accurately, and on a regular basis to use in future decisions on compensation, training and education.
1. The Board shall conduct the Chief Executive Officer Evaluation and Development Program in conjunction with the Interlake Regional Health Authority fiscal year, using the Chief Executive Officer Evaluation and Development Program as appended to the Board's governance manual.
  2. The process for Chief Executive Officer evaluation and development shall commence at the beginning of April.
  3. In May, the CEO shall submit a plan for achieving some priority Ends. The plan shall identify the Strategic Priorities, Ends, key actions and timelines. The Chief Executive Officer's plans will be presented for approval to the Board no later than the June Board meeting.
  4. The Chief Executive Officer shall provide updates to the Board in September, December and February.

<b>Policy Type</b>	<b>Policy Title</b>
Board-Chief Executive Officer Relationship	Chief Executive Officer Evaluation and Development Program
	<b>Page 2 of 2</b>

5. The Chair and Vice-Chair shall complete an interim evaluation review in October. The evaluation will be kept as part of the Chief Executive Officer's personnel file.
6. All Board members shall independently complete a Board Input Form at the end of February, and forward the form to the Board Chair.
7. The Board Executive will use the information from the Board Input Forms in developing a single appraisal of the Chief Executive Officer.
8. The Board Chair and Vice Chair shall meet with the Chief Executive Officer to discuss the appraisal in March.
9. The completed appraisal shall be signed by the Chief Executive Officer, the Chair and the Vice Chair.
10. A copy of the signed Chief Executive Officer Evaluation and Development Form will be given to the Chief Executive Officer and the original is kept as a part of the Chief Executive Officer's personnel file.