

DATE: December 10, 2019

TO: Board of Trustees

FROM: Trustee Michelle Draper, Chair, Governance and Evaluation Committee
Trustee Shelagh Dunn, Governance and Evaluation Committee
Trustee Ken Gibson, Governance and Evaluation Committee

SUBJECT: Governance and Evaluation Committee Annual Work Plan for 2019-2020

ORIGINATOR: Karen Mills, Director Board and Superintendent Relations

RESOURCE

STAFF: Shirley Juneau

REFERENCE: [Trustees' Handbook](#), Subsection 6.1.1 – Governance and Evaluation Committee

ISSUE

The Governance and Evaluation Committee is responsible for developing and presenting to the Board of Trustees an annual Work Plan. The 2019-2020 Governance and Evaluation Committee Work Plan is being submitted for Board approval.

BACKGROUND

The current Governance and Evaluation Committee Terms of Reference were approved at the January 17, 2017, public Board meeting.

This year's Governance and Evaluation Committee developed the proposed 2019-2020 work plan at their meetings on October 1 and November 14, 2019.

RECOMMENDATION

That the Board approve the Governance and Evaluation Committee Annual work plan for 2019-2020.

OPTIONS

Based on the information provided in this report, the following options are considered most appropriate:

1. Approve the proposed the Governance and Evaluation Committee work plan for 2019-2020.
2. Provide feedback and request changes be made to the work plan.

ATTACHMENTS and APPENDICES

ATTACHMENT I Governance and Evaluation Committee Terms of Reference
ATTACHMENT II Governance and Evaluation Committee work plan for 2019-2020

KM:sj

Governance and Evaluation Committee

Terms of Reference approved ([January 17, 2017, Board meeting](#))

Purpose

The Governance and Evaluation Committee is responsible for assisting the Board of Trustees to conduct:

- an annual Board self-evaluation for continued Board development and improved Board performance with respect to the Board's role and responsibilities;
- an annual evaluation of the Superintendent of Schools in accordance with Board Policy [FGB.BP - Evaluation of Superintendent of Schools](#) and the review and/or renewal of the Superintendent of Schools' contract in accordance with the [School Act](#).
- identify and develop the priorities that will guide District operations and the budget planning cycle for the Board's four-year term of office; and
- carry out its duties and commitments in relation to the District Priorities by making recommendations on governance-related matters

Composition

The committee will consist of three Trustees, from among which a chair will be selected. The chair is responsible for leading the discussion at each meeting and formally reporting back to the Board about the committee's activities.

The Superintendent of Schools will assign a member of the Administration to support the work of the committee. Additional resources may be involved as requested by the Superintendent and/or designate.

Terms of Reference

A. Board Self-Evaluation

The Board will undertake an annual Board evaluation to inform the Board's continued development and improved performance.

The Board self-evaluation process should:

- measure Board performance with respect to the Mission, Vision, Values, District Priorities, District Strategic Plan, the roles and responsibilities of the Board, and the principles of operation of the Board;
- assist the Board in identifying Board strengths and areas for improvement;
- provide an opportunity for Trustees to reflect on how they work collectively and as individuals with respect to the Board's mandate and role and responsibilities;
- provide an opportunity for Trustees to discuss the Board evaluation results in the context of Board development; and
- provide an opportunity to recognize the Board's accomplishments.

The committee will:

- develop and recommend to Caucus Committee:
 - a plan for the annual evaluation of the Board of Trustees;
 - a proposed Board result statement based on an analysis of the Board's self-evaluation;
- present the Board evaluation result statement on behalf of the Caucus Committee to public Board for approval; and

- in the last year of a term, assist Administration in the creation of a summary document of the Board's results and work still to be accomplished to aid in the transition for the next Board.

B. Evaluation of the Superintendent of Schools

The evaluation of the Superintendent of Schools is a vital process toward creating and maintaining a healthy school division. The Board of Trustees believes that organizational outcomes must be clearly and explicitly stated to:

1. ensure the Superintendent of Schools understands what is being expected and evaluated;
2. ensure the Board understands what to expect of the Superintendent; and
3. ensure the Superintendent of Schools and the Board clearly understand their respective roles and responsibilities.

The evaluation process and supporting information sources serve to:

- help to continuously improve the functioning of the Division;
- recognize areas and trends that are showing positive change or progress;
- provide feedback to the Superintendent of Schools regarding his leadership and performance expectations in key areas;
- provide ground work for establishing future goals;
- allow the Superintendent of Schools to report on his successes and challenges during the year, and provide feedback relating to continuous improvement efforts and annual goals;
- enable the Board and Superintendent of Schools to engage in dialogue about results, and discuss any issues or concerns associated with the role and the evaluation process; and
- strengthen the relationship between the Superintendent of Schools and the Board.

Process

1. The committee will be responsible for:
 - a. recommending the evaluation process to be used by the Caucus Committee;
 - b. overseeing the approved evaluation process; and
 - c. reporting the evaluation results to the Caucus Committee and to public Board.
 - d. initiating a timely review and/or renewal process for the Superintendent of Schools contract of employment in accordance with the [School Act](#) and provisions of the Superintendent's contract.
2. The evaluation process will provide the Superintendent of Schools with an opportunity to:
 - a. review all pertinent information used in the evaluation;
 - b. discuss the evaluation report with the Trustee subcommittee;
 - c. include a response to the evaluation in the report to Caucus Committee; and
 - d. discuss the evaluation report with the Caucus Committee.
3. Notwithstanding 1 and 2 above, if the evaluation process calls for individual Trustee evaluations of the Superintendent of Schools, the individual evaluations will be compiled and summarized for reporting purposes by the administrator assigned to assist the committee and destroyed once the Superintendent of Schools has an opportunity to review them.

4. The committee Chair will provide the Board Chair with the Superintendent's evaluation report for review prior to the report being shared with the Superintendent.
5. The Superintendent of Schools will be provided a copy of the evaluation report submitted to Caucus Committee and the final evaluation report to Board.
6. The Caucus Committee evaluation report and Board evaluation report will be filed in the Board corporate records. The records will be accessible to the Superintendent of Schools, a Trustee for that evaluation period, or as directed by motion of the Caucus Committee.

C. Identification and Development of District Priorities

District priorities should fit within the scope of the Board's mandate and be few in number so that Division resources may be effectively concentrated to achieve measurable results.

After an election, following the organizational meeting, the Committee will:

- recommend and facilitate a process for each Board member to contribute to the development of the District Priorities;
- seek student, staff, parent and community stakeholder input into the District Priorities;
- consider all input received and develop and recommend a District Priorities statement to public Board for approval.

The Committee will also:

- develop Board retreat agendas and chair the retreats;
- review and monitor Board Work Plan progress;
- review at least once per term or as required, to ensure they are current and relevant,:
 - the Trustee Protocols
 - the School Board Governance and Operations Section of the Policy Manual
 - the Trustee remuneration package
 - the post-election orientation process
- Develop an orientation plan for the next Board
- Seek input from other Board committees to perform this work.

Governance and Evaluation Committee 2019-2020 Work Plan

PURPOSE

The Governance and Evaluation Committee is responsible for assisting the Board of Trustees to:

- conduct an annual Board self-evaluation for continued Board development and improved Board performance with respect to the Board's role and responsibilities;
- conduct an annual evaluation of the Superintendent of Schools in accordance with Board Policy [FGB.BP - Evaluation of Superintendent of Schools](#) and the review and/or renewal of the Superintendent of Schools' contract in accordance with the [Education Act](#);
- identify and develop the priorities that will guide Division operations and the budget planning cycle for the Board's four-year term of office; and
- carry out its duties and commitments in relation to the District Priorities by making recommendations on governance-related matters.

ACTIVITIES

Board Self-Evaluation

The Committee will:

- Review the Board's Self-Evaluation Instrument to determine if any changes are required. (October 2019–January 2020)
- Initiate the process for the Board Self-Evaluation. Each individual Trustee will be requested to complete the Board Self-Evaluation Instrument. (June 2020)
- With support from the Director Board and Superintendent Relations, compile and summarize the individual evaluations for reporting purposes. (July 2020)
- Provide the final Board Self-Evaluation survey results to Trustees at a meeting for discussion and determination of how the results will inform the 2020-2021 Strategic Work Plan. (August 2020)
- Prepare a summary statement of the Board Self-Evaluation results to be read at a public Board meeting. (September 2020)

Superintendent of Schools' Evaluation

The Committee will:

- Conduct a search for an external firm to conduct the Superintendent Evaluation. (September–December 2019)
- Review the Superintendent's Evaluation Instrument. Any proposed changes to the instrument or process will require Board approval. (December 2019 – January 2020)
- Initiate the process for the Superintendent's Evaluation. (February 2020)
- With support from an external firm, compile and summarize the individual evaluations and 360-degree feedback. The Superintendent will be provided an opportunity to review the evaluation and discuss implications with the Committee. (April 2020)
- Submit the final Superintendent's Evaluation results and a report to Caucus Committee, which includes a response to the evaluation from the Superintendent. (June 2020)
- Prepare a summary statement of the evaluation results to be read at a public Board meeting. (September 2020)
- If needed, work with the Policy Review Committee on Board-governance-related policy in the [Trustee's Handbook](#) through providing content recommendations to the Policy Review Committee on existing Board Policy [FGB.BP - Evaluation of Superintendent of Schools](#)

Governance

The Committee will:

- Review and monitor Board work plan progress.
- Introduce a template for committee updates to the Board (December 2019)
- Revise wording in the Trustees' Handbook to improve clarity (December 2019)
- Design a Caucus Chair flow chart to streamline conversations and clarify meeting structure (January 2020)
- Explore different reporting formats for School Council annual reports to streamline reporting for School Councils and better inform Board work (February 2020)
- Begin a review of the Trustee orientation materials and process. (September 2020)
- Provide input into the design and implementation of the District Feedback Survey.
- Develop Board off-site meeting agendas and chair the meetings. (ongoing)

REQUESTED RESOURCES

- Staff overseeing the District Feedback Survey may be asked to participate in meetings to discuss the survey's design and implementation.
- Funds have already been allocated for the Superintendent's evaluation and off-site meetings; no further funding requirements are anticipated.