

Legal Services Society

Board of Directors' Performance Objectives 2017-2018

Approved Board Performance Objectives

The board of directors has identified the following performance objectives for 2017-2018. The evaluation of these objectives will be completed in spring of 2017 and 2018.

Function	Objective	Performance Indicators
<i>Strategic Direction</i>	1. Set clear organizational priorities and strategies for 2017 -2018.	➤ Publish the Strategic Plan.
	2. Develop the board's strategic priorities to support justice reform, Indigenous strategy and sustainable funding.	<ul style="list-style-type: none"> ➤ Strategic Plan features priorities and strategies to support its goals. ➤ The Board has published its strategy and measures for justice reform. ➤ The Board has published its strategy and measures for Indigenous services. ➤ The Board has published its strategy and measures for sustainable funding.
	3. Evaluate the Society's progress on the implementation of its 2017 – 2018 strategic priorities.	➤ Reviewed progress on strategic priorities and initiatives by Spring 2018.
<i>Risk Management</i>	4. Effectively address variations in budget for 2017 – 2018 and 2018-2019.	➤ Completed quarterly reviews of LSS's budget and addressed variances as required.
	5. Effectively address unplanned risks and opportunities that arise during the year.	➤ Average rating is "agree" to "strongly agree" on the related sections of the Board performance evaluation.
<i>External Relations</i>	6. Ensure that the LSS Board liaison policies activities advance the board's strategic priorities providing leadership where appropriate and stressing the value of LSS services.	➤ Conducted meetings with each major stakeholder.

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	7. Continue to build public support for legal aid to enhance the prospect of LSS receiving increased funding.	➤ Board members will continue to be engaged in stakeholder relations with at least 6 contacts completed.
	8. Secure stakeholder alignment on a tariff increase.	➤ LSS has formal agreements with one or more key stakeholders to work on tariff issues.
<i>Advising</i>	9. Serve as an effective sounding board to the Chief Executive Officer of LSS by providing advice and comment on strategic and operational issues as requested.	➤ Average rating is "agree" to 'strongly agree" on the related sections of the board performance evaluation.
<i>Board Performance</i>	10. Maintain familiarity with LSS operations and key business issues	➤ Board briefing completed on three significant aspects of LSS business/operations during the year.
	11. Complete a comprehensive board evaluation process which includes evaluation at 3 levels: <ul style="list-style-type: none"> ➤ Board performance evaluation ➤ Individual Director Performance evaluation (through peer review) ➤ Chair performance evaluation. 	<ul style="list-style-type: none"> ➤ Reviewed and discussed results of the Board performance evaluation at the May meeting ➤ LSS Chair privately reviewed individual Director results with each Director ➤ Vice-Chair privately reviewed Chair evaluation results with the LSS Chair.
	12. Maintain the Board commitment to providing opportunities for training and mentorship of board members.	➤ Identified and completed a minimum of one training opportunity for one or more Directors.

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<i>Employer of Chief Executive Officer</i>	14. Complete an independent and comprehensive written evaluation of the LSS Chief Executive Officer that articulates both his strengths and a plan for development and follow-up on that development plan over the course of the year.	<ul style="list-style-type: none"> ➤ Completed CEO performance evaluation for 2017 and 2018 and reviewed evaluation results at the December board meetings. ➤ The board sets the CEO Performance Goals for 2017 and 2018. ➤ Chair conducted periodic reviews to measure progress on CEO development plan.
	15. Monitor plan to address CEO succession.	<ul style="list-style-type: none"> ➤ Received CEO report's on succession plan at the 2017 and 2018 board strategic planning sessions.
Governance	16. Board recruitment and succession. Board priorities for competencies have been identified and candidates recruited.	<ul style="list-style-type: none"> ➤ Successful recruitment of board members with skills and experience to match needs identified in the board competency matrix. All new board members have completed the board orientation program.