TCSA **Policies & Procedures**

Section: Board Governance & Operations Reference: 2.27

Policy Title: **Evaluation of the CEO**

Policy Statement:
The TCSA wants to ensure the operations and programs of the Agency meet the highest possible standards. The performance of the Chief Executive Officer and the relationship between the CEO and the Board are critical factors in the fulfillment of the Agency's mission, goals and objectives. The Board will set performance standards and then objectively and fairly review with the Chief Executive Officer on an annual basis, the past years events, accomplishments, as well as problems and issues.

Purpose:
The purpose of this policy is to provide a framework for the annual evaluation of the CEO to ensure the organizational goals of the TCSA are being met.

Procedures:
1. The Chief Executive Officer will be formally evaluated on an annual basis;

2. The evaluation will include a written submission from the CEO to the Board that includes a program description with general and specific accountabilities as well as a review of major objectives for the review period. The Board will provide a written summary as well as indicate recommendations for areas of special attention in the next reporting period;

3. The Board may choose to involve TCSA management staff and/or managers from the appropriate GNWT Departments and the Tłı̨chǫ Government for a role in the evaluation process;

4. The Board will discuss the CEO's evaluation in private or with the CEO present at its discretion. The final evaluation will be discussed with the CEO along with the reasons for a positive or negative appraisal.

5. The evaluation will include a recommendation to give or withhold the CEO's

salary increment and/or bonus as applicable for the coming year.

Authorities:
TCSA Act 13; Education Act, 117; Hospital Insurance & Health and Social Services Administration Act, 10(10), 13(1)

Approval Dates: 2008/June 19

Chairperson _____ CEO _____