



SUBJECT: Evaluation of President/CEO	CATEGORY: Governance	NO. G-1.9
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PREAMBLE

The president/CEO of SIAS is charged by the board of directors with responsibility for implementing the vision, strategic agenda and policies of SIAS as established by the board.

The president/CEO must demonstrate a capacity for grasping the board's strategic vision and translating it into realizable management initiatives.

POLICY

Annual Review

- The board shall review the performance of the president/CEO annually and communicate the formal performance result to the president/CEO prior to the date of the formal review of salary and benefits. The process shall be consistent with the performance management strategy used with SIAS senior managers, but may be expanded to include consultation and feedback from relevant internal and external stakeholders.

Broad-based Review

- The board shall conduct an extensive, broad-based performance review and assessment of the president/CEO prior to the completion of the fourth year of the five-year contract of the president/CEO and communicate the results of the formal evaluation to the president/CEO at a date at least twelve months prior to the completion of the fifth year of a five-year contract. Should the contract of the president/CEO be negotiated for a period of time less than five years, this evaluation must be conducted at least twelve months prior to the expiry of the contract and the formal evaluation must be communicated to the president within that timeframe.
- Both the annual and broad-based performance review and assessment of the president/CEO shall be conducted through an open, transparent process with private results that shall remain, in confidence, with the SIAS board of directors.
- The annual and broad-based performance review and assessment evaluation strategy

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shall measure the ability of the president/CEO to operationalize the board's strategic agenda into well-formulated plans that will ensure SIAST contributes to the province's integrated training system and to its labour market needs. Furthermore, the strategy shall measure the ability of the president/CEO to enact the mission, vision and values of SIAST in support of a vibrant and strong learning community.

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