

Legal Services Society

Board of Directors Performance Objectives, 2009-2010

Board Performance Objectives

The board of directors has identified the following performance objectives for the fiscal year 2009-2010. The evaluation of these objectives will be completed in spring of 2010.

Function	Objective	Performance Indicators
<i>Strategic Direction</i>	1. Set clear organizational priorities (and strategies) for 2009-2010	➤ Published the organizational priorities through the Service Plan
	2. Evaluate the Society's progress on the implementation of its 2009 - 2010 strategic priorities	➤ Reviewed progress on service plan initiatives by Spring 2010
	3. Assess progress of Legal Aid Renewal having particular regard to Aboriginal legal services	➤ Board discussion on Legal Aid Renewal at annual board planning session and at one other board meeting
<i>Risk Management</i>	4. Effectively manage variations in budget for 2009 - 2010	➤ Completed quarterly reviews of LSS's budget and addressed variances as required
	5. Effectively address unplanned strategic issues 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. To ensure that the LSS Board liaison policies maximize the board's ability to effectively govern the society	➤ Completed annual review and implemented necessary changes to the board practices relating to stakeholder engagement.
		➤ Conducted meetings with each major stakeholder
	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 the Legal Aid Awareness campaign with at least 12 contacts completed
<i>Advising</i>	8. Serve as an effective sounding board to the Executive Director 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

Approved by Board Executive at its August 14, 2009 meeting

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<i>Board Performance</i>	9. Maintain familiarity with LSS operations and key business issues	<ul style="list-style-type: none"> ➤ Board briefing completed on three significant aspects of LSS business/operations during the year
	10. 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 ➤ Completed annual board learning and development plan based on the evaluation results ➤ LSS Chair privately reviewed individual Director results with each Director ➤ Vice-Chair privately reviewed Chair evaluation results with the LSS Chair
	11. Implement the director succession plan and process which includes opportunities for training and mentorship	<ul style="list-style-type: none"> ➤ Implement the board succession plan ➤ Identified and completed a minimum of one training opportunity for one or more Directors
<i>Employer of Executive Director</i>	12. Complete an independent and comprehensive written evaluation of the LSS Executive Director that successfully articulates both his strengths and a plan for development	<ul style="list-style-type: none"> ➤ Completed Executive Director performance evaluation for 2009- 2010 and reviewed evaluation results at Spring Retreat ➤ Chair conducted periodic reviews to measure progress on Executive Director development plan ➤ Board set Executive Director Performance plan for 2009-2010
	13. Complete plan to address Executive Director succession	<ul style="list-style-type: none"> ➤ Key elements of an Executive Director succession plan have been implemented by March 31, 2010