

# Legal Services Society

## Board of Directors' Performance Objectives 2014-2015

### Board Performance Objectives

The board of directors has identified the following performance objectives for the fiscal year 2014-2015. The evaluation of these objectives will be completed in spring of 2015.

Function	Objective	Performance Indicators
<i>Strategic Direction</i>	1. Set clear organizational priorities (and strategies) for 2014-2015	➤ Published the organizational priorities through the Service Plan
	2. Evaluate the Society's progress on the implementation of its 2014 - 2015 strategic priorities	➤ Reviewed progress on service plan initiatives by Spring 2015
	3. Advance the board's strategic priority to support justice innovation	<ul style="list-style-type: none"> <li>➤ Service Plan 2015 -2016 features justice innovation as a strategic goal</li> <li>➤ Board has reviewed and discussed progress on MyLawBC and the Justice Innovation Transformation initiatives</li> </ul>
	4. Advance the board's strategic priority of addressing large case costs	➤ LSS engages with the JAG Ministry to address large case issues
<i>Risk Management</i>	5. Effectively address variations in budget for 2014 - 2015	➤ Completed quarterly reviews of LSS's budget and addressed variances as required
	6. 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>	7. 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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	8. Continue to build public support for legal aid to enhance the prospect of LSS receiving increased funding	<ul style="list-style-type: none"> <li>➤ Board members will continue to be engaged in stakeholder relations with at least 6 contacts completed</li> </ul>
<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	<ul style="list-style-type: none"> <li>➤ Average rating is "agree" to "strongly agree" on the related sections of the board performance evaluation</li> </ul>
<i>Board Performance</i>	10. Maintain familiarity with LSS operations and key business issues	<ul style="list-style-type: none"> <li>➤ Board briefing completed on three significant aspects of LSS business/operations during the year</li> </ul>
	11. Complete a comprehensive board evaluation process which includes evaluation at 3 levels: <ul style="list-style-type: none"> <li>➤ Board performance evaluation</li> <li>➤ Individual Director Performance evaluation (through peer review)</li> <li>➤ Chair performance evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Reviewed and discussed results of the Board performance evaluation at the May meeting</li> <li>➤ LSS Chair privately reviewed individual Director results with each Director</li> <li>➤ Vice-Chair privately reviewed Chair evaluation results with the LSS Chair</li> </ul>
	12. Maintain the Board commitment to providing opportunities for training and mentorship of board members	<ul style="list-style-type: none"> <li>➤ Identified and completed a minimum of one training opportunity for one or more Directors</li> </ul>
<i>Employer of Chief Executive Officer</i>	13. 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"> <li>➤ Completed CEO performance evaluation for 2014-2015 and reviewed evaluation results at May meeting</li> <li>➤ Chair conducted periodic reviews to measure progress on CEO development plan</li> <li>➤ The board sets the CEO Performance Goals for 2015-2016</li> </ul>

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	14. Monitor plan to address CEO succession	➤ Received CEO reports on succession in the 2 <sup>nd</sup> and 4 <sup>th</sup> quarters
Governance	15. Board recruitment and succession. Conduct a gap analysis using the board competency matrix. Board members to discuss and agree on priorities and interview candidates.	➤ Successful recruitment of a board member with skills and experience to match needs identified in the board competency matrix.