

Legal Services Society

Board of Directors' Performance Objectives 2015-2016

Board Performance Objectives

The board of directors has identified the following performance objectives for the fiscal year 2015-2016. The evaluation of these objectives will be completed in spring of 2016.

Function	Objective	Performance Indicators
<i>Strategic Direction</i>	1. Set clear organizational priorities (and strategies) for 2015 -2016	➤ Published the organizational priorities through the Service Plan
	2. Evaluate the Society's progress on the implementation of its 2015 - 2016 strategic priorities	➤ Reviewed progress on service plan initiatives by Spring 2016
	3. Advance the board's strategic priority to support justice innovation	<ul style="list-style-type: none"> ➤ Service Plan 2016 -2017 features justice innovation as a strategic goal ➤ Board has reviewed and discussed progress on MyLawBC and the Justice Innovation Transformation initiatives.
	4. Advance the board's strategic priority of addressing large case costs	➤ LSS engages with the JAG Ministry to address large case issues
	5. Review and discuss key performance indicators for Aboriginal services, innovation and large cases	➤ Direction provided to management on the key indicators that meet board's strategic needs in monitoring Aboriginal services, innovation and large cases
<i>Risk Management</i>	6. Effectively address variations in budget for 2014 - 2015	➤ Completed quarterly reviews of LSS's budget and addressed variances as required
	7. 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

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<i>External Relations</i>	8. 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
	8. 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
<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>	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"> ➤ Completed CEO performance evaluation for 2015 - 2016 and reviewed evaluation results at May meeting ➤ Chair conducted periodic reviews to measure progress on CEO development plan ➤ The board sets the CEO Performance Goals for 2016 - 2017
	14. Monitor plan to address CEO succession	<ul style="list-style-type: none"> ➤ Received CEO report on succession in the 2nd and 4th quarters
Governance	15. Board recruitment and succession. Board members to discuss and agree on priorities and interview candidates.	<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