

LEGAL AID BC

Board of Directors' Performance Objectives 2020-2021

Approved Board Performance Objectives

The board of directors has identified the following performance objectives for 2020-2021. The evaluation of these objectives will be completed in the fall of 2020 and 2021.

Function	Objective	Performance Indicators
<i>Strategic Direction</i>	1. Review and revise the Board's strategic priorities. The current priorities that were set at the September 2017 board planning session of Family services, Indigenous services, tariff improvements, justice reform and digital delivery have been advanced in material ways.	➤ Approved LSS Strategic Plan to support board priorities.
	2. Evaluate the Society's progress on its strategic objectives.	➤ Reviewed progress on Strategic Plan.
<i>Risk Management</i>	3. Effectively address variations in budget for 2020-2021 and 2021-2022.	➤ Completed quarterly reviews of LSS's budget and addressed variances as required.
	4. 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>	5. Secure stakeholder alignment to support sustainable legal aid funding. Execute board member stakeholder engagement strategies through to October 2021.	➤ Conducted meetings with each key stakeholder that includes discussion about the need for sustainable funding.
	7. Renew political support for sustainable legal aid funding.	The Stakeholder Engagement Committee has developed a plan for engagement and to build political support with MLA's.

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<i>Advising</i>	8. 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>	9. Maintain familiarity with LSS operations and key business issues	➤ 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: <ol style="list-style-type: none"> a. Board performance evaluation b. Individual Director Performance evaluation (through peer review) c. Chair performance evaluation. 	➤ Reviewed and discussed results of the Board performance evaluation at a board meeting ➤ LSS Chair privately reviewed individual Director results with each Director ➤ Vice-Chair privately reviewed Chair evaluation results with the LSS Chair.
	11. 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.
<i>Employer of Chief Executive Officer</i>	12. Advance the current CEO succession plan including identification of the process to support the selection of a successor.	➤ The CEO Succession plan is adopted by the board by December 2020.
	13. Implement a transition plan in relation to CEO succession.	➤ The Board, together with the support of the CEO, have identified a CEO successor by September 2021.

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Governance	14. Board recruitment and succession. Board priorities for competencies have been identified and candidates recruited.	➤ 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.