

		Policy/Procedure Name:	Board Goals and Work Plan
Manual:	Governance	Number:	
Section:	Board Effectiveness	Effective Date:	01 SEPT 2011
Pages:	1 of 5	Revision Date:	13 FEB 2025

Purpose

To provide a framework for the Board to monitor and assess performance in areas of Board responsibility.

Scope

The policy pertains to the Muskoka Algonquin Healthcare (MAHC) Board of Directors.

Annual Board Governance Improvement Goals

The Board shall establish annually governance priorities for the coming year that facilitate continuous governance improvement that are consistent with the Corporation's mission, vision, and values, strategic plan, and the key issues that are a priority for the Board in the coming year. The Board's governance improvement goals shall be reflected in the direction of the work plan of the Board, and Board Committees when applicable.

The Governance Committee is responsible for preparing draft Board governance improvement goals for consideration and approval by the Board. In preparing the Board recommendation to the Board for governance improvement goals, the Governance Committee shall:

- solicit feedback from the Board and the senior management team;
- consider the results of Board evaluations.

The Governance Committee shall review the Board's progress toward achievement of the annual Board governance improvement goals on a quarterly basis and shall report to the Board . A sample Board Governance Goal Dashboard is attached as Appendix 1 (as amended from time to time).

Annual Work Plan

The Board shall also establish an annual work plan that addresses the following key areas of Responsibilities of the Board:

- strategic direction;
- leadership;
- program quality and effectiveness;
- financial and organizational viability;
- Board effectiveness;
- environmental, social, and governance (ESG) criteria;
- relationships.

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A Sample Board work plan is attached as Appendix 2 (as amended from time to time). The Board shall evaluate its success in the achievement of its work plan annually as part of the annual Board evaluation process and at the Board meeting prior to the annual Members' meeting. The Governance Committee shall monitor the Board's progress towards the achievement of its annual work plan quarterly and shall report to the Board.

Board Committees shall also develop annual Committee goals and work plans for Board approval. A sample Board Committee annual work plan is attached as Appendix 3.

Cross References

Responsibilities of the Board Policy

Notes

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Appendices

Appendix 1 – Board Governance Goal Dashboard

Appendix 2 – Sample Board Work Plan

Appendix 3 – Sample Board Committee Annual Work Plan

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Appendix 1 – Board Governance Improvement Goal Dashboard

ANNUAL BOARD GOVERNANCE IMPROVEMENT GOALS YYYY

STATUS REPORT

This report has been developed to aid the Governance Committee in its monitoring responsibilities of achieving the Annual Board Governance Improvement Goals and identify any remedial action required. The following goals were Board approved DD/MM/YYYY.

Goal 1:

Deliverable(s)

- ☐
- ☐

Goal 2:

Deliverable(s)

- ☐
- ☐

Goal 3:


Deliverable(s)

- ☐
- ☐

Legend

☐ Scheduled

☒ Achieved

 Behind schedule

☒ Not achieved



Committee
September
October
November
December
January
February
March
April
May
June

[illegible][illegible][illegible][illegible][illegible][illegible][illegible][illegible]

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Appendix 3 – Sample Board Committee Annual Work Plan

PERFORMANCE MANAGEMENT COMMITTEE 2024-2025 Work Plan

Board approved XXXX

DELIVERABLE - Terms of Reference Responsibilities	Person Responsible	Meeting Date	Meeting Date	Meeting Date	Meeting Date	Meeting Date	Meeting Date	Meeting Date	Meeting Date
Program Quality & Effectiveness									
Strategic Direction									
Leadership									
Financial and Organizational Viability									
Board Effectiveness									
Land Acknowledgement									
Terms of Reference Review*									
Annual Work Plan*									
Committee Self-Evaluation*									
Relationships									

X – denotes deliverable scheduled; ✓ - denotes deliverable met; * - denotes Board policy associated with deliverable