



PROCESS FOR EVALUATING THE EFFECTIVENESS OF THE BOARD CHAIR AND COMMITTEE CHAIRS

1. Introduction

- 1.1 The objective of the evaluation is to enable the Chair to evaluate their performance, to build upon strengths and address any areas for development.

2. Process for the Evaluation of the Effectiveness of the Board Chair

- 2.1 The Senior Independent Member will undertake the evaluation of the Chair, taking soundings from the Principal, Board Members and Clerk to the Board by way of an anonymous survey

- 2.2 The evaluation will consist of:

1. A self assessment from the Chair
2. A peer assessment from the SIM, Board Members and the Clerk to the Board (as above)
3. A discussion between the SIM and Chair relating to performance, professional and personal development
4. Agreement of objectives for the coming year.

- 2.3 The evaluation will cover the following assessment:

- Performance against individual objectives
- Effective chairmanship of the Board
- Effective challenge at Board meetings
- Attendance at Board and committee meetings
- Attendance at required training and development sessions and events
- Meeting the time commitment for engagement in Board business and other College business



- Influencing and engagement at appropriate national, regional and local levels including the Glasgow Colleges' Regional Board.
- Representing the Board externally as appropriate
- Commitment to the Seven Principles of Public Life, Nolan Principles, which are: selflessness; integrity; objectivity; accountability; openness; honesty and leadership.

3. Governance reporting

- 3.1 A report of the substantive outcomes from the Chair's evaluation will be prepared by the Senior Independent Member. This will be presented to the Board of Management at the next available meeting following the appraisal process.



PROCESS FOR EVALUATING THE EFFECTIVENESS OF THE COMMITTEE CHAIRS

1. Introduction

- 1.1 The objective of the evaluation is to enable the Committee Chair to evaluate their performance, to build upon strengths and address any areas for development.
- 1.2 The evaluation will constitute the appraisal of the Committee Chair in their capacity as Board Member. There will be no need to carry out an additional appraisal.

2. Process for the Evaluation of the Effectiveness of the Board Chair

- 2.1 The Board Chair will undertake the evaluation of the Committee Chair, taking soundings from the Committee Members by way of an anonymous survey
- 2.2 The evaluation will consist of:
 1. A self assessment from the Committee Chair
 2. A peer assessment from Committee Members (as above)
 3. A discussion between the Board Chair and Committee Chair relating to performance, professional and personal development
 4. Agreement of objectives for the coming year.
- 2.3 The evaluation will cover the following assessment:
 - Performance against individual objectives
 - Effective chairmanship of the Committee
 - Effective challenge at Board meetings
 - Attendance at Board and committee meetings
 - Attendance at required training and development sessions and events
 - Meeting the time commitment for engagement in Board business and other College business
 - Influencing and engagement at appropriate national, regional and



local levels including the Glasgow Colleges' Regional Board.

- Representing the Board externally as appropriate

- Commitment to the Seven Principles of

Public Life, Nolan Principles, which are: selflessness; integrity; objectivity; accountability; openness; honesty and leadership.

3. Governance reporting

- 3.1 A report of the substantive outcomes from the Committee Chair's evaluation will be prepared by the Board Chair. This will be presented to the Board of Management at the next available meeting following the appraisal process.