



# **Performance Evaluation Framework for Vice President role**

The performance evaluation framework for the role of vice president consists of an annual assessment of their performance against their established goals for the year which are determined collaboratively with the CEO. The performance review consists of a self-assessment, a 360 degree performance assessment process (biannually) which incorporates feedback from key stakeholders. Based on this review each senior leader will identify opportunities for growth and development. This becomes a key component of the annual performance development plan and assists in the development of new performance goals for the following year.

Each vice president together with the CEO will annually set 4-6 performance goals. These goals will have corresponding metrics and align with the key organizational priorities of St. Joseph's. The vice presidents goals and their 90-day plans/progress are documented in our electronic evaluation system.

Integrated Vice Presidents' performance goals and review process are completed and monitored collaboratively with the CEO of St. Joseph's Health Care London and the CEO of London Health Sciences Centre.

The goals and review process for the role of President/CEO of the St. Joseph's Health Care Foundation, Vice President Fund Development shall be established and monitored in collaboration with the Chair of the Foundation Board of Directors and the CEO, St. Joseph's Health Care London.

In addition, all vice presidents (with the exception of the President/CEO of the St. Joseph's Health Care Foundation, Vice President Fund Development) have a component of their compensation assigned to the achievement of identified goals in our published annual [Quality Improvement Plan](#) as part of the Excellence Care for All Act.

#### **Timeline:**

<b>February</b>	Annual Quality Improvement Plan, Strategic Plan review and organizational goals established by Senior Leadership Team
<b>March</b>	Vice President meets with CEO to determine goals and metrics for the upcoming year. Biannually a 360 degree performance review commences (6 weeks). Annual Quality Improvement Plan and Strategic Plan priorities approved by Board of Directors
<b>April/May</b>	Vice President meets with CEO for formal performance review including goal achievement and 360 degree feedback.
<b>June</b>	CEO communicates in writing to each vice president outlining variable compensation achievement in accordance with the Quality Improvement Plan.

The operating year shall be from April 1<sup>st</sup> to March 31<sup>st</sup> annually.