



College of Dental Technologists of Ontario
Ordre des Technologues Dentaires de l'Ontario

2023 Board Annual Evaluation

January 2024

Overview



College of Dental Technologists of Ontario
Ordre des Technologues Dentaires de l'Ontario

Five Categories

1. Governance
2. Leadership
3. Financial Performance & Risk
4. Board & Committee Performance
5. Continuous Improvement

Process

- Survey of all Board members
- 15 evaluation statements
- Plus, the opportunity to provide suggestions for Governance continuous improvement priorities for the coming year

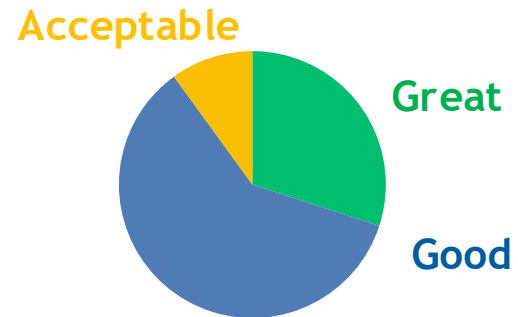
The Results

- Overall positive evaluation
- Good Learning and Development suggestions
- Good feedback on meeting effectiveness and implementing the new Strategic Plan

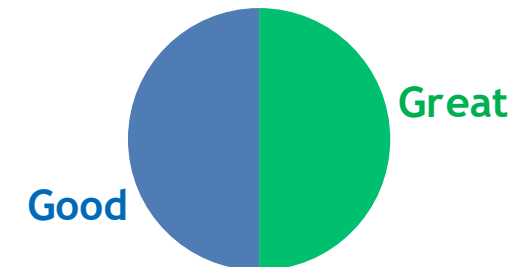


A. Governance

1. Board members have a good understanding of the mandate, mission and programs of the College.



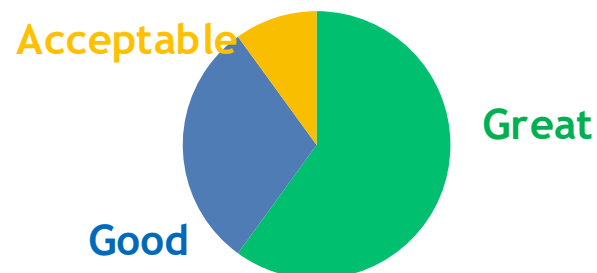
2. Board members are aligned on their role as Governors to make decisions in the public interest.



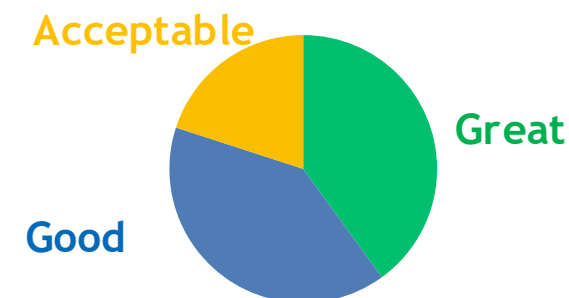


A. Governance

- 3. Board members are clear and agree on the distinction between Board and Management responsibilities.**



- 4. Board regularly monitors and evaluates progress toward strategic goals and monitors organizational and program effectiveness and performance.**

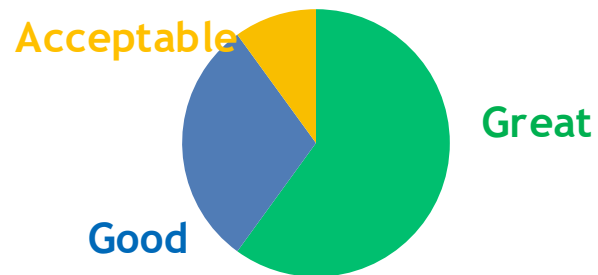


The College has a new strategic plan and the CDTO operational team should develop the business plan to accompany the Strat Plan and KPIs (which the Board should review and approve). The Registrar's report to the directors should align with the strategic and business plan going forward.



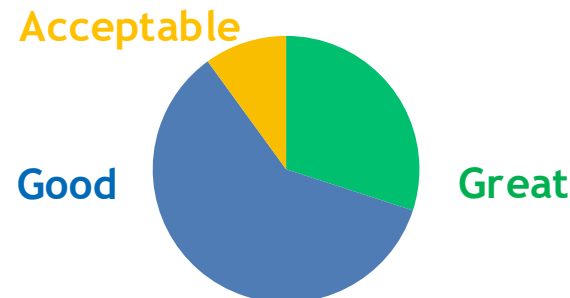
B. Leadership

5. Board members have opportunities to develop as leaders through rotation of Committee assignments, Chair roles, and other opportunities to lead

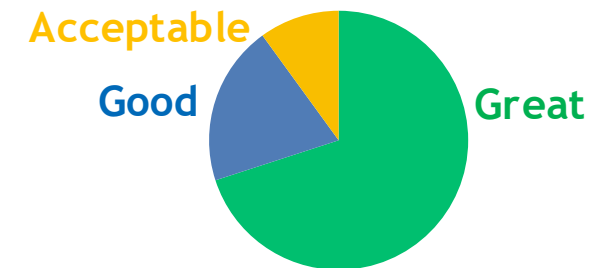


There is interest in educational opportunities to develop leadership skills to take on leadership roles at the College.

6. Committee Chairs are effective at guiding meetings, encouraging participation, and allowing all sides to be heard, consistent with CDTO's values and the public interest



7. Executive Committee has the necessary skills, enthusiasm, and energy to provide leadership in the public interest to Board, and also has an effective working relationship with the CEO

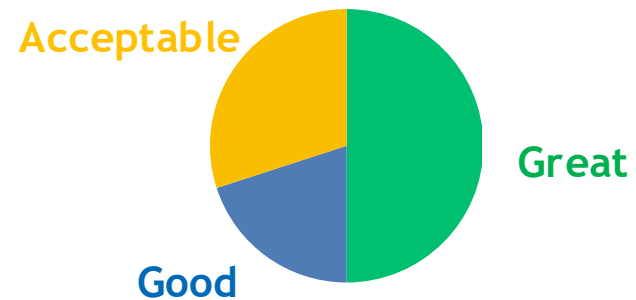


C. Financial & Risk Oversight

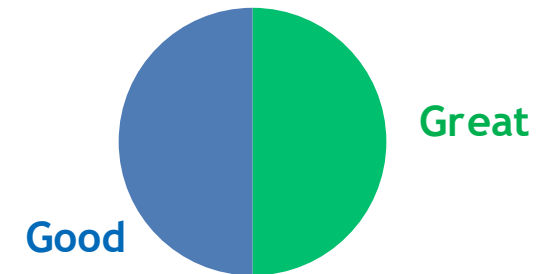


College of Dental Technologists of Ontario
Ordre des Technologues Dentaires de l'Ontario

8. Board, including through the Executive Committee, is actively and appropriately involved in setting direction for and approving the financial plan/budget.

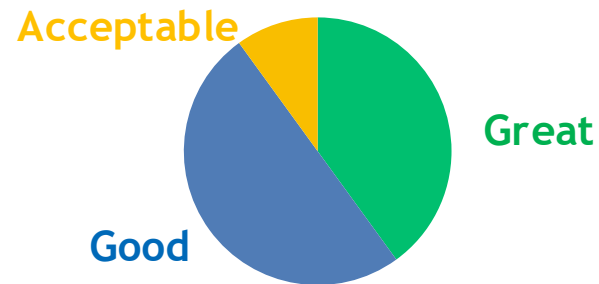


9. Board monitors financial performance regularly and staff are able to explain variances and potential corrective actions, with few or no surprises.

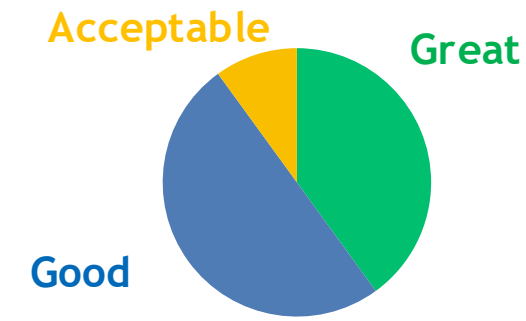


C. Financial & Risk Oversight

10. Board ensures timely, independent auditing of finances, and audit results are discussed by Board with the Auditor.

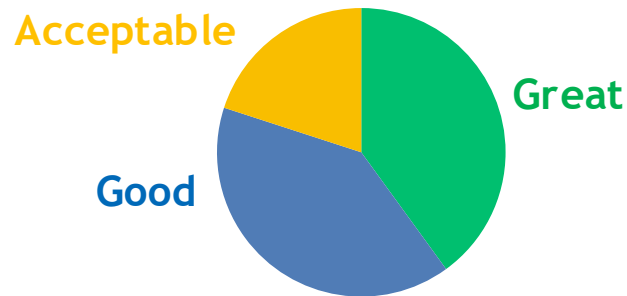


11. Board contributes to and is briefed periodically on regulatory and organizational risk management priorities and actions.



D. Board & Committee Performance

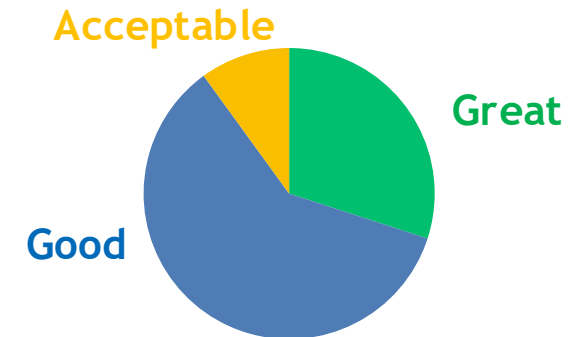
12. Board and Committee meeting agenda and packages are clear about the key issues and areas for Board/the Committee's consideration. Material is received sufficiently in advance to allow for effective preparation.



Some items are added to the package late. It is necessary to have the meeting package open in another browser or device to follow along because not all information is shared on the meeting screen as we progress.



13. Board and Committee meetings start and end on time with an emphasis on substantive discussion of significant matters by Board/Committees.



Recommend that matters that require substantive discussion be placed at the beginning of meetings when directors and staff are mentally fresh. This is particularly important for virtual meetings - as the day goes on, it does become increasingly difficult to focus on the screen.

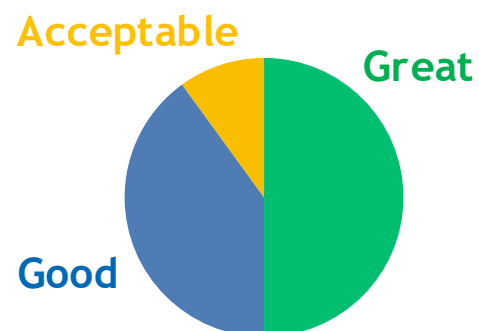
Priority items for decision should be dealt with early in the meeting before members start to fade and while we have quorum.

D. Board & Committee Performance

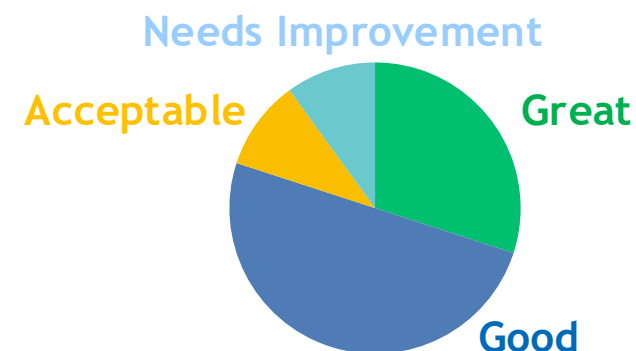


College of Dental Technologists of Ontario
Ordre des Technologues Dentaires de l'Ontario

14. All necessary skills to conduct Board business are represented on Board and its Committees



15. Board and Committee members proactively ask questions, raise issues, and engage constructively in discussion and debate.





Looking back on 2023...

Board members also provided additional feedback for consideration:

- By-laws should be discussed once a year.
- Greater attendance and participation of Board Members at meetings.
- Enhanced alignment between a CEO and Board regarding goal and objective priorities.
- The set up of in person, two day workshop & meeting are challenging when RDTs have to leave the lab. This is likely difficult for public members as well. Can workshops not be held one Friday, maybe with some homework thrown in and a follow up at the virtual meeting the next Friday.



Learning & Development Opportunities



*Are there
any missing
L&D
priorities?*

The survey input identified an appreciation for the various topics of learning that have been presented thus far which were highly informative.

The Board also reinforced a number of existing learning opportunities:

1. Provide new public members with information and education opportunities (visits, videos, etc.) to learn about the profession.
2. Address current challenges facing RDTs including changes to the practice environment and technology.



Governance Continuous Improvement

At the April Board workshop, we will have a chance to discuss and brainstorm the following:

1. Learning and Development Opportunities
2. Other Improvement Opportunities
3. Feedback on the evaluation process (Board meetings and the year end evaluation)