





President and CEO Goals and Objectives Monitor

Some objectives will be ongoing for the immediate future. Objectives align with the following strategic plan dimensions:

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| 1. Learner Success | 4. Healthy Workplace | 6. Other – Government and Board Accountability |
| 2. Excellence in Education | 5. Modernization | 7. Other – Leadership and Legitimacy |
| 3. Community Development | | |

Progress indicators: On track  Somewhat delayed or barrier exists  Substantially delayed or may not be achieved  Complete 

Objective and Demonstration / Measurement	Strategic Alignment	Outcome or achievement indicator	President's Comments / Comments/ Factors affecting performance	Progress			Board Rating 1-3
				Q2	Q3	Q4	
1. Oversee and monitor Strategic Plan implementation	1-5	Strategic plan dashboard	Developing draft dashboard for consideration by leadership team (ongoing through 2024)				
2. Support implementation of Education Plan 2022-24	1	Establish indicators	Worked with VP Education and Students and team to develop indicators				
3. Continue/strengthen engagement with First Nations	1,2,3,7	2 renewed MOUs	draft MOU revisions for Ktunaxa (ongoing); exploring potential projects with ONA (hatchery), Sinixt, (Creel Lodge) Ktunaxa (Co-created environmental program)				
4. Continue/strengthen engagement with key stakeholders	1,2,3,7	Minimum 2 per month	Since last meeting: Shelly Boyd, Celgar, SCSU, City of Castlegar, rural presidents' meeting				
5. Support achievement of Indigenization and EDI plan goals	1,2,4	Set team performance goals	Senior leaders have each identified one annual performance goal in this area.				
6. Explore options to increase facility utilization/effectiveness	5	Facility utilization report	Facilities team has received draft report; currently evaluating findings and recommendations.				
7. Substantially achieve Institutional Accountability goals	1,2,6	IAPR accepted by AEST	SOFI report submitted.				
8. Prudent budget management at fiscal year-end 22/23	6	Financial reports	AEST informed of year-end deficit position, request to moderate spending issued internally				
9. Cultivate national/provincial relationships and networks	7	3+ committee roles	TTBC Treasurer, CICAN Board, ImpAct Council & Sustainability Committee, PSEA, ThinkLab				
10. Build legitimacy as new President through engagement	3,4,7	8+ blogs, 8+ events	Recent: 2 year-end student shows, 1 town hall, 2 event opening remarks, developed stakeholder engagement PD session (did not reach 8 blogs)				