2025-2026 Council Effectiveness Review Framework

Report

BACKGROUND

The Council Effectiveness Review Framework (CERF) is used to evaluate the performance and effectiveness of Council, its President and its committees.

Included among the characteristics of regulatory excellence described in the Governance Domain of the Ministry of Health's *College Performance Measurement Framework* (*CPMF*) is the expectation that there will be a third-party assessment of Council effectiveness at a minimum every three years.

In keeping with this identified best practice, the College of Kinesiologists of Ontario's 2025-2026 Council Annual Evaluation was conducted by Ms. Deanna L. Williams of Dundee Consulting Group.

PRIORITIES FOR 2026-2027:

Based on the findings of this third-party assessment, the following were identified by Council as opportunities for continuous improvement:

1. Focus on the Broader Public Interest

Council will demonstrate its commitment to the broader 'public interest', of which 'public protection' is one element among many. Council will:

- *Clearly and explicitly establish and articulate the public interest rationale for Council decisions.*

2. Risk Management

It has been recommended that public risks be added to COKO's risk management framework. Work on this has begun, and Council will support this work by:

- *Participating in a workshop to develop an expanded risk management framework.*

3. Council Mentorship

A mentorship, succession planning and engagement guideline has been developed. Going forward, Council is committed to:

- *Emphasizing implementation of the mentorship program and the associated guide.*

4. Council Meeting Structure

Council will enhance meeting efficiency by adjusting meeting structure, including:

- *Structuring meeting agendas to optimize efficiency*
- *Identifying and incorporating solutions to support effective and efficient meetings.*
- *Considering alternative meeting structures, including multi-day meetings, if needed.*