

## Competency profile for Council and committee members approved

Health profession regulators like the College of Kinesiologists of Ontario exist to protect the public. In Ontario, many regulatory bodies are beginning to introduce changes to the way they govern themselves to help better serve the interests of the public. These changes are extensive and vary across the regulators and will be rolled out over several years. The changes are driven by calls from government to improve openness and accountability, and by [recent reviews of regulators in other provinces](#).

The College is carefully reviewing these developments and is discussing how it can enhance its own processes. In its strategic plan for 2019-2022, the College committed to improving the way it operates. The first step the College took was to develop a draft *Council and Committee Competency Profile* for the election and selection of Council and committee members. In December 2020, the College initiated consultation to obtain stakeholder feedback on the draft profile. A dedicated webpage was created on the College's website to promote the consultation, and anyone with comments was invited to submit feedback via Survey Monkey or email. Two webinars were held in January 2021 to provide an overview of the draft profile and to answer questions. The consultation ended in February 2021.

Most respondents to the Survey Monkey (87%) were kinesiologists. The majority of respondents (83%) felt that the competencies clearly state the knowledge, skill and judgement needed to be an effective Council or committee member. Most (91%) felt that the proposed competencies were relevant and important to board governance. The competencies were compressed in response to concerns regarding the length of the document and to address the most important competencies required at entry by Council and committee members.

On March 1, 2021, Council met and approved the revised profile with minor modifications. In addition, Council approved the development of an online orientation program for all registrants seeking to stand for election to Council and/or be appointed to a College Committee and approval in principle of eligibility criteria for those seeking to stand for election to Council and/or be appointed to committee.

The *Council and Committee Competency Profile* defines the knowledge, skill, judgement, attitude, and experience (i.e., competencies) required of College Council and committee members for effective performance in these roles. The Competency Profile was adapted from the *Health Profession Regulators of Ontario's (HPRO) Boards/Councils Competencies and Eligibility/Disqualification Criteria* document. The profile distinguishes between competencies for Council members and those required of committee members. Additional committee-specific competencies will be developed and communicated in advance of marketing and recruitment for committees. Individuals will complete an orientation program prior to commencing their roles. The College will provide ongoing development, training, and support to members throughout their terms to enable them to perform effectively.

While individual Council and / or committee members will have the competencies to varying degrees, overall, it is important that the Council and committees themselves have a set of competencies, through one or more Council or committee members, that enable them to govern the organization.

The Council and Committee Competency Profile will be used to:

- Articulate the requirements to be a member of Council or committees;
- Inform marketing and recruitment strategies to address vacancies as well as succession planning;
- Inform the development of an orientation program;
- Determine eligibility and suitability of those seeking to stand for election to Council and/or be appointed to committee;
- Review applications for committee appointments based on identified competency and diversity needs and recommend to Council slates for committee appointments;
- Inform learning and development initiatives to enable development in role; and
- Evaluate Council and committee performance.

### **Next steps**

Considerable work needs to be completed over the next two years to achieve governance reform in line with the Ontario Ministry of Health's College Performance Measurement Framework and the standards it imposes. Stay tuned for developments on the Council and Committee competency-based assessment and education framework.