

AIA COUNCIL PERFORMANCE MANAGEMENT PLAN 2022-2025

FIELDS OF PERFORMANCE RESPONSIBILITY - *AGROLOGY PROFESSION ACT*

Institute governs regulated members to protect and serve the public interest: s.3(1)(a)	Institute regulates the practice of agrology: s.3(1)(b)	Institute establishes and maintains standards of registration, practice, and competence: s.3(1)(c)	Institute establishes and maintains a code of ethics: s.3(1)(d)	Institute approves programs of study and education courses for registration: s. 3(2)	Council administers the Act, Regulation, and Bylaws to ensure that the Institute fulfills its mandates: s.6
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PERFORMANCE OBJECTIVES

The Institute effectively regulates so that members are disinclined to reject regulation or pressure the regulator to act in members' interests.	The Institute continues to operate effectively while legislation is repealed and replaced.	The Institute oversight ensures that members practice within scope and record suitable CCP hours.	The Code of Ethics is modernized and enforceable.	The Institute takes the opportunity offered by legislative change to work toward exclusive scope of practice and a post-secondary agrology degree.	The Council develops metrics to measure its compliance with agrology legislation and employment law.
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MEASURABLE STRATEGIES FOR MEETING PERFORMANCE OBJECTIVES

<p>Require In-training members to take a comprehensive course in law and ethics.</p> <p>Require regulated members to take a CCP course in law and ethics every 5 years.</p> <p>Require incoming councillors to complete the CCP course.</p>	Retain experienced staff to maximize informed change management until new legislation has been sufficiently embedded into existing systems.	Operationalize the use of practice areas, standards, and reviews, and targeted Continuing Competence Programs.	Revise the AIA Code of to demonstrably illustrate its relationship to law and jurisprudence, professional ethics, and unprofessional conduct.	<p>Communicate with the Labour ministry about exclusive scope of practice.</p> <p>Communicate with the Advanced Education ministry about an agrology degree or assistance in informing institutions about the agrology profession and entrance requirements.</p>	Review and adjust compliance at each meeting.
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MEASURED OUTCOMES THAT EVALUATE WHETHER THE STRATEGIES MET THE PERFORMANCE OBJECTIVES

<p>The Institute updates the In-training course and develops a CCP course.</p> <p>The Council enacts rules for the In-Training Program, Continuing Competence Program, and council education.</p>	The Institute manages major legislative change to satisfy government oversight by giving operational effect to new professional legislation, the <i>Fair Registration Practices Act</i> , and the <i>Labour Mobility Act</i> .	<p>In-training members are guided toward suitable practice areas.</p> <p>Regulated members work in areas in which the member is competent.</p> <p>Practice reviews demonstrate competence.</p> <p>CCPs relate to practice areas.</p>	The Code of Ethics is widely reviewed and revised throughout 2022 by a broad range of experts and audiences; reviews and revisions are tracked.	<p>The Institute obtains exclusive scope of practice or restricted activities.</p> <p>The Institute advances toward an agrology degree or receives assistance in informing institutions about the profession.</p>	<p>The Council remains alert to compliance and meets all performance objectives.</p> <p>If any performance objective is not met, the Council identifies why it has not been met and how it can be met in reasonable time.</p>
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TIME FRAME TO REPORT ON MEASURED OUTCOMES (COINCIDES WITH LEGISLATIVE REPLACEMENT)

<p>2022: Update and develop courses.</p> <p>January 2023: Enact rules and Bylaws.</p> <p>February 2023: Launch courses.</p> <p>2023: Review at meetings.</p>	<p>2022: Prepare operations and communications.</p> <p>January 2023: Enact Bylaws, implement changes until complete.</p> <p>2023: Review at mtgs.</p>	<p>2022: Prepare operational activities.</p> <p>January 2023: Enact rules, implement operational activities.</p> <p>Fall 2023: Review.</p>	<p>2022: Begin revisions.</p> <p>January 2023: Enact Code of Ethics.</p> <p>January 2024: review.</p>	<p>2022: Undertake communications.</p> <p>January 2023: Review results.</p>	January 2023: Review results of performance management compliance within these time frames.
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