

Key Performance Indicators

October 2025 to October 2026

Key Performance Indicator	Metric Used	Desired Outcome	Status
Annual review of financial reserves to ensure sufficiency of funds in compliance with the College's Financial Reserve Policy.	Registrar's regular reporting to Council on the status of the Reserve Fund.	The maintenance of the Reserve Fund in compliance with the Reserve Fund Policy.	
Continuous improvement of the College's performance in the College Performance Measurement Framework (CPMF) metrics.	Tracking CPMF submissions year over year to determine rate of compliance with CPMF requirements.	Full compliance with the CPMF requirements.	
Financial reporting by the Registrar at each Council Meeting.	A written or oral report from the Registrar to Council at each Council Meeting regarding the most recent financial status.	Sound financial stewardship of the College by the Registrar with proper oversight by Council.	
Annual onboarding and orientation of new Councillors, Chairs and Committee Members before the first Council Meeting. Exit interviews of Council members.	Planned and executed onboarding and orientation for new Councilors, Chairs and Committee members. Exit interviews requested upon departure of Councillors.	Properly prepared and oriented Councilors, Chairs and Committees who are well placed to conduct College business in protecting the public. The College collects feedback from those who have recently engaged in College work on Council to improve orientation and training for Councilors.	
Maximize value of College's membership in the Health Professions Regulators of Ontario (HPRO) with regular engagement by Registrar and Staff, where appropriate.	Regular engagement (attendance at meetings and events) by the Registrar and staff with other health regulators through HPRO.	Ensure the College maintains currency in trends in professional health regulation, fosters good relationships with other HPRO regulators and elevates the profile of the College through participation in the provincial health profession landscape.	
Ongoing engagement by the College and Registrar with the Ministry of Health, HPRO, other health regulators, associations, and organizations with a view to increasing the profile of the College, its mandate and Strategic Plan.	Regular reporting by Registrar to Council regarding engagements with system partners.	Fulfillment of the College towards its mandate of protecting the public by active engagement with system partners in support of its strategic plan.	
Establish and update the foundational competencies for the Full Scope Podiatry Model (FSPM) to ensure the College's agility and responsiveness upon the adoption of the FSPM.	A complete list of all anticipated competencies for registrants with expanded scopes of practice pursuant to the FSPM.	Ensure the College is best positioned to be responsive upon the adoption of the FSPM.	

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<p>Development of the College’s procedural plan for implementation of the FSPM, including identifying critical system partners and necessary steps towards implementation.</p>	<p>A sound procedural plan in place for the College to follow in the event the FSPM is adopted in the province.</p>	<p>The College has established a well-considered plan to implement the FSPM and smoothly transition to the new model of footcare.</p>	
<p>The College applies Right-Touch Regulation practices to ensure its regulatory actions are proportionate to the level of risk to the public, including the application of risk-based considerations to best protect the public.</p>	<p>The College approaches all regulatory practices through the lens of Right-Touch Regulation.</p>	<p>The College adheres to Right-Touch Principles in its Regulatory practices.</p>	
<p>The College will embody and promote the principles of diversity, equity, and inclusion through:</p> <ul style="list-style-type: none"> • Increasing our awareness and understanding of the diversity of our registrants and of the communities they serve through engagement and consultation; • Acknowledging where improvements in diversity, equity and inclusion can be achieved; and • Addressing identified issues such as systemic racism and bias that may create barriers to effective foot care. 	<p>The College regularly monitors its EDI practices to ensure EDI principles are promoted.</p>	<p>The College embraces EDI principles as part of its mandate.</p>	
<p>The College demonstrates its commitment to developing continuing education materials, including modules, to assist registrants in improving their practices.</p>	<p>Ongoing development of, and improvement to, the College’s continuing educational materials for registrants.</p> <p>Tracking access to College materials by users.</p>	<p>The College is a trusted resource for registrants in maintaining competency through continuing educational resources.</p>	
<p>The College strives to continually enhance its social media engagement on the College’s social media platforms as a key metric of success.</p> <p>The College’s content will focus on foot care excellence and public protection.</p>	<p>Tracking Social Media clicks, likes, shares and follows.</p>	<p>The College is a reliable Social Media content creator producing and sharing relevant material related to foot care and public protection.</p>	
<p>Regular assessments and review of Council’s oversight and accountability and the College’s support of Council in achieving their oversight obligations.</p>	<p>Regular feedback from Councillors following every Council meeting to ensure sufficiency of materials with adequate time to review to make informed decisions.</p> <p>Evaluation of Council’s functioning by an external auditor with expertise in governance every 3-5 years.</p>	<p>The College Council is a well-functioning board that engages in appropriate oversight of the College with corresponding accountability to system partners.</p>	