

**Central Ohio Professional Education Council (COPEC)
EFFECTIVENESS ASSESSMENT POLICY**

The Board of Trustees (the "Board") of COPEC, an Ohio non-profit corporation (The "Corporation") which has qualified for tax-free treatment in accordance with Internal Revenue Code section 501(c)(3), has adopted the following policy for measuring management's effectiveness in achieving the corporation's goals and objectives:

1. At least once every four calendar years the Board will review the corporation's stated mission and, as appropriate, recommend any modifications needed to maintain our stated mission which the Board believes to be appropriate in view of changes which may have developed. Following that meeting, the Board will review its goals, policies and programs in light of the mission statement then in effect to determine whether they remain consistent with that statement.

2. At least once every two calendar years the Board Chair will evaluate the goals and policies of the corporation and the effectiveness of the corporation's management in developing and carrying out programs in furtherance of those goals and policies.

3. Upon completion of #2 review, the Board Chair shall prepare a written report summarizing its conclusions and shall present that report to the Board. The report shall set forth at least the following information:
 - a. The specific activities and programs undertaken by the corporation in furtherance of its goals and policies.
 - b. The standards applied by the Board Chair to determine the effectiveness of the activities and programs and the reasons for selecting those standards.
 - c. The Board Chair's conclusions with respect to each activity and program and, if appropriate, the Board Chair's recommendations for improving any activity or program.

I Certify that these By-Laws were adopted by the COPEC., Inc Board on 10/11/2013.

Jerry W. Snyder
Printed Name of Secretary

Jerry W Snyder
Signature of Secretary