

Policy Type: **GOVERNANCE PROCESS**

Policy Title: **Board Self-Evaluation**



Policy Statement

The Board is committed to the highest standards of civilian governance and acknowledges that the process of evaluation contributes to more effective and informed decision-making and better processes to support the execution of the Board's responsibilities. Boards that intentionally engage in regular performance evaluation find benefits in improved leadership, greater clarity of roles and responsibilities, improved teamwork, greater accountability, better decision-making, improved communication and more efficient Board operations. A regularly conducted self-assessment of the Board will assist in identifying strengths, achievements, and areas for improvement.

Policy Application

The Board shall conduct a self-evaluation of its performance once per year. This evaluation will measure how Board members perceive the Board is performing its duties. Each Board member shall complete a questionnaire that addresses the following:

1. The quality of Board meetings.
2. Board dynamics, including the quality of the discussion.
3. The appropriateness and sufficiency of reporting related to organizational performance.
4. The quality of the relationships between Board and the Chief of Police.
5. Board practices with respect to ethical conduct and acting in the public interest.
6. Board member orientation and ongoing training and development.
7. Board processes with respect to strategic planning, risk management, Chief of Police evaluation and succession, and other key areas of organizational stewardship.
8. The Board's relationship with the Municipality, the Province, the community, and other key stakeholders and partners.

The Board will decide upon the tool to be used to conduct the self-evaluation, and whether the participation of Board members will be anonymous.

Reporting

On an annual basis, the Chair of the Board, with the support of the Executive Director, will prepare a report summarizing the results of the self-evaluation. The Board will meet post-evaluation to discuss the results of the assessment, and address any areas that require attention.