

Codiac Regional Policing Authority

CRP Authority Self-Evaluation [insert year]

Introduction and Background

Thank you for taking the time to complete the [year] CRP Authority Self-evaluation Survey. Your participation supports the CRP Authority's commitment to good governance and to continuously improving the quality and efficiency of the Authority's performance.

Every CRP Authority member is expected to complete the survey. The results will be compiled, analyzed and summarized on a non-attribution basis by [normally Chair of Governance Committee or third-party facilitator] who will then provide the CRP Authority with a confidential evaluation report. The report will provide the foundation for a facilitated CRP Authority discussion that will lead to the Authority establishing specific goals for itself for the coming year.

The survey is organized into five (5) parts:

1. The CRP Authority's Responsibilities
2. The CRP Authority's Functioning
3. The CRP Authority Chair
4. CRP Authority Committees
5. General

Completion of the survey should take approximately 30-40 minutes.

Let's get started.

Note: Rating scale:

- Highly satisfied (4)
- Satisfied (3)
- Dissatisfied (2)
- Very dissatisfied (1)
- Don't know (0)

Part 1 – The CRP Authority’s Responsibilities

Please indicate your level of satisfaction regarding how well the CRP Authority is fulfilling the following stewardship responsibilities. For ratings lower than ‘satisfied (3)’ please add illustrative/explanatory comments.

1. The CRP Authority ensures that the Authority has a clear Mission (purpose) and Vision (desired long-term state).
2. The CRP Authority ensures that the Authority has an appropriate and well-understood values and ethics policy framework and strives, with Senior Management, to set ‘a tone at the top’ that fosters a culture of integrity at all levels of the organization. The CRP Authority also regularly reviews the CRP Authority Code of Conduct.
3. The CRP Authority is (a) constructively engaged in the development and approval of a CRP Authority strategic plan, and (b) has a clear understanding of the company’s strategy on an ongoing basis.
4. The CRP Authority ensures that there is alignment between the strategic plan and the annual business plan, including the allocation of resources in the budget.
5. The CRP Authority regularly monitors performance against plan through quantitative and qualitative reports from the OIC.
6. The CRP Authority is effective at managing all aspects of the OIC’s relationship with CRP Authority, including selection, appointment and annual performance evaluation.
7. The CRP Authority fosters a very effective working relationship with the OIC and both parties respect their distinct but complementary roles.
8. The CRP Authority, through its policies, decisions and monitoring, ensures that the CRP Authority’s financial health is strong, and its long-term sustainability assured.
9. The CRP Authority has a solid understanding of the Authority’s financial picture and regularly monitors the organization’s financial performance through quarterly reports to the CRP Authority.
10. The CRP Authority understands the legal compliance requirements for the CRP Authority and monitors the organization’s compliance with them.
11. The CRP Authority understands the key risks facing the CRP Authority and, through the OIC, ensures that the CRP Authority has effective risk management processes, management information systems and appropriate internal control frameworks in place.
12. The CRP Authority ensures that the RCMP has a succession planning process in place for the OIC’s role and that the OIC, in turn, has a succession plan in place for other senior leadership and key positions in the organization.
13. The CRP Authority monitors the human resources environment, policy framework and talent development and succession planning programs provided to contracted personnel by the CRP Authority’s two main contractors, the RCMP and the City of Moncton.
14. The CRP Authority ensures that it has policies and systems in place to maintain strong and effective relations with its founding municipalities and other stakeholders. Effective stakeholder relations and communications policies/systems are monitored on a regular basis.
15. The CRP Authority demonstrates a commitment to good governance and its governance policies and practices.
16. The CRP Authority regularly reviews by-laws, governance policies and CRP Authority practices in the context of evolving governance standards.

17. Do you have any other comments regarding the CRP Authority's fulfilment of its stewardship responsibilities?

Part 2 – The CRP Authority's Functioning

18. The division of authority and the allocation of responsibilities between the CRP Authority, its committees and the OIC are clear.
19. The CRP Authority demonstrates a strategic long-term orientation versus a preoccupation with operational matters.
20. The CRP Authority contributes to the nomination of high quality, diverse and competent director candidates for the CRP Authority, through a rigorous nominations process that is supported by an annual skills gap assessment.
21. The CRP Authority ensures that new members receive a thorough initial orientation and that all members receive ongoing opportunities to increase their knowledge and capabilities as a CRP Authority member.
22. The CRP Authority has the right skills, experience and diversity around the CRP Authority table.
23. CRP Authority debate and discussion is frank and open, respectful of differing views, and leads to effective decision-making.
24. Informed by an annual CRP Authority self-evaluation process, the CRP Authority annually sets goals/priorities for itself and organizes its meeting agendas and committee work to accomplish these goals.
25. The time commitment required of members is appropriate.
26. CRP Authority meeting agendas are well planned so as to use the CRP Authority's time effectively to address priorities and ensure that all agenda items are adequately completed by the end of the meetings.
27. The agenda and related information are circulated in advance of the meetings to allow members sufficient time to review and understand the information.
28. Senior management for the CRP Authority's contractors provides high quality reports/information to the CRP Authority to support its decision-making.
29. The CRP Authority has clear and effective processes in place to maintain good CRP Authority discipline – e.g. conflicts of interest, disruptive behaviours, director performance, etc.)
30. In my view, the CRP Authority's most significant achievement(s) over the past year was/were:
31. In my view, the most important thing (s) that the CRP Authority could do to improve its effectiveness is/are:

Part 3 – The CRP Authority Chair

32. The Chair is an effective CRP Authority leader and meets the expectations the CRP Authority has defined for that role.
33. The Chair is (a) adept at planning and chairing CRP Authority meetings, (b) encourages participation and (c) has the ability to summarize emerging areas of consensus.
34. The Chair represents the CRP Authority well in relations with the Shareholder and other key stakeholders.
35. The Chair fosters an effective working relationship with the OIC.

36. The Chair is accessible to fellow members and communicates with them as required between CRP Authority meetings.
37. The Chair deals effectively with any CRP Authority discipline issues that may arise from time to time – e.g. potential conflicts of interest, disruptive behaviour, attendance, etc.
38. In my view, the Chair's greatest strengths are:
39. In my view, the most important thing(s) that the Chair could do to improve his/her effectiveness is/are:

Part 4 – Committees

40. The CRP Authority's committee structure and mandates are effective in supporting the CRP Authority's work.
41. Committee reports to the CRP Authority are timely, clear and sufficiently comprehensive to provide the CRP Authority with a good knowledge of committee deliberations and recommendations.
42. Do you have any general comments about any of the current CRP Authority committees on which you do not sit?
43. Please complete the following questions for each of the committees of which you are a member:

	FAR Committee	Governance Committee	Quality of Policing Committee	Executive Committee
(a) The committee is effective in carrying out its mandate.				
(b) The committee's composition is appropriate.				
(c) The committee's most significant accomplishment(s) over the past year have been:				
(d) The most important thing(s) the committee can do to improve its effectiveness is/are:				

Part 5 – General

44. To what extent is this survey a useful tool for assessment the CRP Authority's performance?
45. How could the survey be improved?
46. Do you have any other comments regarding the CRP Authority's performance?