

Codiac Regional Policing Authority
Annual CRP Authority Feedback for Officer in Charge

Name:

Date:

Feedback Dimension	Rating	Comments
1. CPRS Progress vis-à-vis Strategic Plan <ul style="list-style-type: none"> CPRS is making demonstrable progress towards the medium-term goals set in its Strategic Plan CPRS is on track to complete its strategic objectives outlined in the Strategic Plan 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	
2. CPRS Outcomes in relation to goals and objectives in Annual Performance Plan <ul style="list-style-type: none"> CPRS has achieved, or substantially achieved the annual goals and objectives identified in the Annual Performance Plan 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	
3. Leadership <ul style="list-style-type: none"> Demonstrates a positive attitude, energy, resilience, stamina and the courage to be innovative and accountable Acts to address current issues, uses authority fairly, promotes team effectiveness, champions and communicates a compelling vision Demonstrates confidence in ability to overcome obstacles and able to deal with challenging situations 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	

Feedback Dimension	Rating	Comments
4. Management Qualities <ul style="list-style-type: none"> • Understands the human, financial and operational implications of decisions • Shows initiative, establishes and achieves priorities that contribute positively to organizational effectiveness/efficiency • Addresses long-term issues, opportunities or political issues affecting own or other organizations in relation to the community at large or the media • Considers the broader strategic objectives for the CPRS when evaluating possible alternatives and planning courses of action • Encourages open lines of communication within the police service and externally with the community • Delegates responsibility and authority effectively 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	
5. Human Resource Management <ul style="list-style-type: none"> • Maintains effective HR systems including training, performance evaluations, promotional process, recruiting, career development and employee wellness • Ensures employees are furnished with resources needed to accomplish assigned tasks and meet the needs of the community • Promotes employee input in the decision-making process • Promotes employee satisfaction, motivation and performance 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	

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6. Financial Management <ul style="list-style-type: none"> Meets the operational and capital budgets as approved by the CRP Authority Maintains appropriate financial reporting systems and managerial controls Ensures resources are distributed in accordance with objectives and priorities established by the CRP Authority 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	
7. Community Focus <ul style="list-style-type: none"> Understands the diverse needs of the community Follows up on community inquiries, requests, complaints and keeps the community informed through personal communication or the media Maintains regular contact with the community by initiating involvement with service clubs, community organizations or agencies Makes self available to the community, especially during critical periods for the community 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	
8. Decision-Making and Problem-Solving <ul style="list-style-type: none"> Anticipates problems/issues at an early stage Demonstrates strong capability to make decisions Thinks critically, analytically and conceptually Resolves conflicts with effective mediation and diplomacy 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	

<ul style="list-style-type: none"> • Demonstrates creative and innovative problem-solving techniques 		
Feedback Dimension	Rating	Comments
9. Communication <ul style="list-style-type: none"> • Communicates in a focused, organized, concise and effective manner • Demonstrates ability to communicate to suit the style of person or group to whom he/she is speaking • Listens carefully to ensure understanding of others' ideas as well as their understanding of his/her ideas • Produces written communication that is comprehensive, accurate, clear and concise 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	
10. Professional Development <ul style="list-style-type: none"> • Defines personal goals and sets priorities to manage multiple responsibilities • Pursues professional development activities through formal and informal means to enhance performance • Stays current with knowledge, technology or other aspects of the job • Seeks feedback on performance 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	
11. Interpersonal Effectiveness <ul style="list-style-type: none"> • Is adept at building respectful and effective working relationships with employees, the CRP Authority and the community 	<input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory	

<p>12. Accountability to the CRP Authority</p> <ul style="list-style-type: none"> • Understands the legislative, regulatory and contractual relationship between the OIC and the CRP Authority • Provides the CRP Authority with effective support in the fulfillment of its role • Provides necessary information to assist the Board in making informed decisions and works with the civilian expertise and experience of CRP Authority members for the benefit of the police service and the community • Provides accurate, timely and complete information for the CRP Authority on issues, policy and initiatives 	<ul style="list-style-type: none"> <input type="checkbox"/> Outstanding <input type="checkbox"/> Consistently above expectations <input type="checkbox"/> Competent/achieved expectations <input type="checkbox"/> Needs development <input type="checkbox"/> Unsatisfactory 	
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13. The OIC's greatest accomplishments this past year were:

- a) _____
- b) _____
- c) _____

14. The top three things the OIC could do to improve his/her effectiveness this coming year are:

- a) _____
- b) _____
- c) _____