

This survey will help the Board of Police Commissioners assess its overall effectiveness, identify strengths to build on, and areas for improvement. The responses to this survey may be used in strategic planning conducted by the Board, in Board succession planning, and to support the Board in its efforts to recruit new members.

The survey is divided into sections based on the Board's strategic objectives, and on its Board Governance Policy.

The survey takes approximately 20-25 minutes to complete.

Governance & Oversight

Circle the response that best reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

1. Discussions at Board meetings focus on policy and planning issues, not operational matters.
2. The Board never makes operational decisions for the Police Service.
3. Communication with the Police Service outside of Board meetings occurs between the Chair and Chief in accordance with Board Policy.
4. The Board provides the Chief with an opportunity to address any concerns the Chief may have about the manner in which the Board is carrying out its governance responsibility.
5. The Board is effective in its governance of the Police Service.
6. The Board is involved in strategic planning for the Police Service at an appropriate level.
7. The Board is involved in business planning for the Police Service at an appropriate level.
8. The Board effectively monitors the overall performance of the Police Service.
9. The Board is sufficiently informed by the Police Service of changes or developments within the Service before they are communicated publicly.
10. The Board has established a trusting relationship with the Chief.
11. The Board monitors the Chiefs' succession plan for Deputy Chiefs.
12. The Board monitors Police Service employee morale.
13. The Board monitors Police Service employee turnover.
14. The Board is fulfilling its oversight responsibility with respect to risk management for the Police Service.
15. The Board is fulfilling its oversight responsibility with respect to risk management for the Board.

Pease provide any comments you have regarding the Boards' governance of the Saskatoon Police Service:

Personnel Functions

Circle the response that best reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

1. Annually, the Board sets expectations and measurable objectives for the performance of the Chief of Police.
2. The Board properly evaluates the performance of the Chief of Police on an annual basis.
3. The Board revises expectations and sets measurable objectives for the performance of Police Service Deputy Chiefs.
4. The Board properly evaluates the performance of the Deputy Chiefs on an annual basis.

Please provide any comments you have regarding the Boards' personnel functions.

Finance & Audit

Circle the response that best reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

1. The Board is fully engaged in the budget setting process for the Police Service.
2. The Board provides good financial stewardship of the Police Service, budget oversight, monitoring and evaluation.
3. The Board has sufficient financial information to independently determine the financial position of the Police Service.
4. Police Service financial reports are easy to understand.

Please provide any comments you have regarding Board's finance and auditing functions of the Police Service.

Conduct & Operation of the Board

Circle the response that best reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

1. The Board operates independently of the Police Service administration and management.
2. The Board operates independently of City Council.
3. The Board operates independently of any political affiliation and/or interest group.
4. The Board is accessible to the public and the Police Service.
5. The Board is responsive to the community.
6. The Board is fiscally responsible.

7. The Board composition is appropriate – members have skill sets and/or expertise to cover off areas of responsibilities, e.g. lived experience, human resources, finance, legal, etc.
8. The Board size is appropriate – there is coverage of duties amongst roles, cohesiveness amongst members and manageable workloads.
9. The Board understand its mission and legislated mandate.
10. Board members conduct themselves in accordance with the Code of Conduct for Members of Civic Boards, Commissions, Authorities and Committees, contained in City Policy C01-003.
11. Board meetings are conducted according to procedures contained in the Board's Governance Policy.
12. The Board has an effective development process to prepare for succession of key member positions (Chair, Vice Chair).
13. There are clearly defined roles and expectations for Officers, i.e. Chair, Vice-Chair, and Commissioners.
14. There is an up-to-date Board Governance Manual.
15. The Board has a current annual Board work plan.
16. The role and expectations of Board staff in supporting the Board are clearly defined.
17. The agenda of Board meetings are well planned so that we are able to get through all necessary board business.
18. It seems like most board members come to meetings prepared.
19. We receive written reports to the board in advance of our meetings.
20. All board members participate in important board discussions.
21. We do a good job encouraging and dealing with different points of view.
22. The Board assesses its composition and strengths in advance of recruiting new board members.
23. The Board has an effective orientation process in place for new Board members.
24. The Board has a plan for member education and further Board development.
25. I am confident that this Board would effectively manage any organizational crisis that could be reasonably anticipated.
26. The Board conducts regular self-assessment on its progress, e.g. Board work plan updates and an annual Board self-assessment.

Pease provide any comments you have regarding the Boards' own conduct and operations:

Conduit Between the Public and the Police Service

Circle the response that best reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

1. The Board fosters a productive and appropriate relationship with the Police Association.
2. The Board fosters a productive and appropriate relationship with the City of Saskatoon.
3. The Board fosters a productive and appropriate relationship with the Saskatchewan Ministry of Justice.
4. The Board advocates for the Police Service (to the Saskatchewan Government) when required.
5. The board ensures its accomplishments (and challenges) are communicated to key stakeholders.
6. The Board keeps its communication tools up to date.
7. The Board communicates to the public/media about public Board meeting agendas.
8. The Board responds to media enquiries in a timely manner.
9. The Board responds to questions and comments from the public in a timely manner.

Please provide any other comments you wish about the effectiveness of the Board's external communication.

Role of the Chair

Circle the response that best reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

1. The Chair does a good job of ensuring Board meetings accomplish their objectives.
2. The Chair is well prepared for board meetings.
3. The Chair helps the board stick to the agenda.
4. The Chair tries hard to ensure that every board member has an opportunity to be heard.
5. The Chair is skilled at managing different points of view.
6. The Chair has demonstrated versatility in facilitating board discussions.
7. The Chair helps the board work well together.
8. The Chair demonstrates good listening skills.
9. The Board supports the chair.
10. The Chair is effective in delegating responsibility amongst board members.

11. The Chair ensures the Board is aware of his/her Board activities outside of Board meetings
12. I feel I can go to the Chair when I have a concern.
13. The Chair is an effective media spokesperson for the Board.
14. The Chair ensures Board members are kept up to the date with information and developments following meetings with the Chief of Police.
15. The Chair creates opportunities for other Board member development and succession planning.

Please provide any other comments you wish about the effectiveness of the Board Chair.

My Performance as an Individual Board Member

Circle the response that best reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

1. I am aware of what is expected of me as a Board member.
2. I have a good record of meeting attendance.
3. I read the minutes, reports and other materials in advance of our Board meetings.
4. I am familiar with what is in the Board Bylaws and Governance Policy.
5. I follow through on things I have said I would do.
6. I maintain the confidentiality of all Board decisions.
7. When I have a different opinion than the majority, I raise it.
8. I support Board decisions once they are made even if I do not agree with them.
9. I volunteer on at least one Board Committee.
10. If asked, I represent the Board at community/Police Service events.
11. I stay informed about issues relevant to our mission and bring information to the attention of the Board.
12. I promote the work of the Board in the community whenever I have a chance to do so.
13. I feel that I make valuable contributions in my role as a Board member.
14. I feel valued for the contributions I make to the Board.
15. I feel the workload and the expectations of Board members is appropriate and manageable.
16. I am familiar with the majority of the Police Services' programs and services.
17. I enjoy my role and foresee completing my term.

18. I feel I would benefit from Police Service operational training.

Please provide any other comments you have on your role as an individual Board member:

Please provide any Police Service operational training you feel you would benefit from.