



WOODSTOCK POLICE SERVICE BOARD POLICY

Subject:	Chief of Police Performance Evaluation
Policy Number:	AI-022
Effective Date:	October 8, 2024
Reviewed:	
Amended:	

Authority/Legislative Reference

Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1

Policy Statement

The purpose of this policy is to establish guidelines and procedures for the Woodstock Police Service Board ("Board") in monitoring the performance of the Chief of Police (the "Chief") in accordance with the *Community Safety and Policing Act* (the "Act"). This policy aims to ensure that the Chief of Police is held accountable for the adequate and effective management of the Woodstock Police Service (the "Service"), while upholding the highest standards of professionalism and integrity.

Policy Application

1. The Board, in consultation with the Chief, shall establish annual performance objectives aligned with the Strategic Plan of the Service and the expectations of the community. Performance objectives may include, but is not limited to:
 - a. crime reduction;

- b. community engagement;
 - c. officer morale; and
 - d. compliance with legislative requirements.
2. The Board shall conduct regular evaluations of the Chief's performance based on the established objectives. Evaluation methods may include, but is not limited to:
 - a. review of operational reports and statistical data;
 - b. community feedback and surveys;
 - c. assessments by independent experts, if necessary; and
 - d. performance reviews by the Board.
 3. The Chief shall provide regular updates to the Board on progress towards the established objectives.
 4. The Board shall provide constructive feedback and guidance to the Chief based on the evaluation findings.
 5. The Chief's performance evaluation shall be discussed with the Board members at a "Board only" session to ensure confidentiality and candour.
 6. While specific details of performance evaluations may be conducted in a "Board only" session to protect confidentiality, the Board shall ensure transparency in its overall assessment process. Summary reports or general findings regarding the Chief's performance may be made available to the public, as appropriate.
 7. A comprehensive performance evaluation of the Chief shall be conducted at least once annually, covering achievements, challenges, compliance, leadership, and management effectiveness.

8. Based on the performance evaluation, the Board may develop action plans for improvement or further development and provide the Chief with the necessary support and resources to achieve set goals.
9. The performance evaluation shall be used as a basis on which to determine the remuneration and working conditions of the Chief.