

POLICE GOVERNANCE EDUCATION & TRAINING

OAPSB

5 May 2021

OUR ASK

- Learn about our vision, and ultimately endorse it
- Approve our proposed board member competencies
- Accredite OAPSB E-Learning Course I
- Commit to funding development of new programs you'll accredit
- Authorize OAPSB to administer & deliver these accredited programs

INDEPENDENT POLICE OVERSIGHT REVIEW

Recommendation 12.2

The Ministry of Community Safety and Correctional Services should develop mandatory training for police services board members. This training should be developed **in partnership with the Ontario Association of Police Services Boards and post-secondary institutions** with expertise in the areas of public sector and not-for-profit governance.

Justice Michael H. Tulloch, 2017

THUNDER BAY POLICE SERVICES BOARD INVESTIGATION



Comprehensive, structured orientation and training are required by any police services board.in co-operation with Ontario Association of Police Services Boards and funded by the Province, develop a compulsory and standard orientation package for new Board members that addresses the critical skills and knowledge areasnewly-appointed Board members not be mandated to vote until they have completed this training...

pp x, xi

WHAT IF?

- Mitigate board governance omissions & errors
- Enhance community safety through effective local governance by design
- Showcase the Government's investment in police governance

OAPSB E-LEARNING PORTAL

- First course: knowledge of legislative imperatives. The “what”

OAPSB E-LEARNING PORTAL

- First course: knowledge of legislative imperatives. The “what”
- Police board members need training on “how” to govern policing
- Other courses: develop other competencies thru experiential learning

WHAT IF BOARD EDUCATION & TRAINING?

- Developed/enhanced identified police governance competencies
- Aligned with key police board tasks
- Builds on existing programs & platforms, leveraging existing thought leaders
- Is designed for optimal competency-development and learning retention
- Accredited by Province, university and independent governance learning institution
- Readily accessible, reasonable development costs, low delivery costs
- Real-time records as learners complete each educational piece
- Cost-effectively administered

POLICE GOVERNANCE COMPETENCIES

- 16 competencies, related to 6 primary board tasks, and 2 teamship tasks
- Competency areas: knowledge, analytical skills, thinking, personal style, teamship
- 16 competencies identified = learning objectives

KEY BOARD TASKS

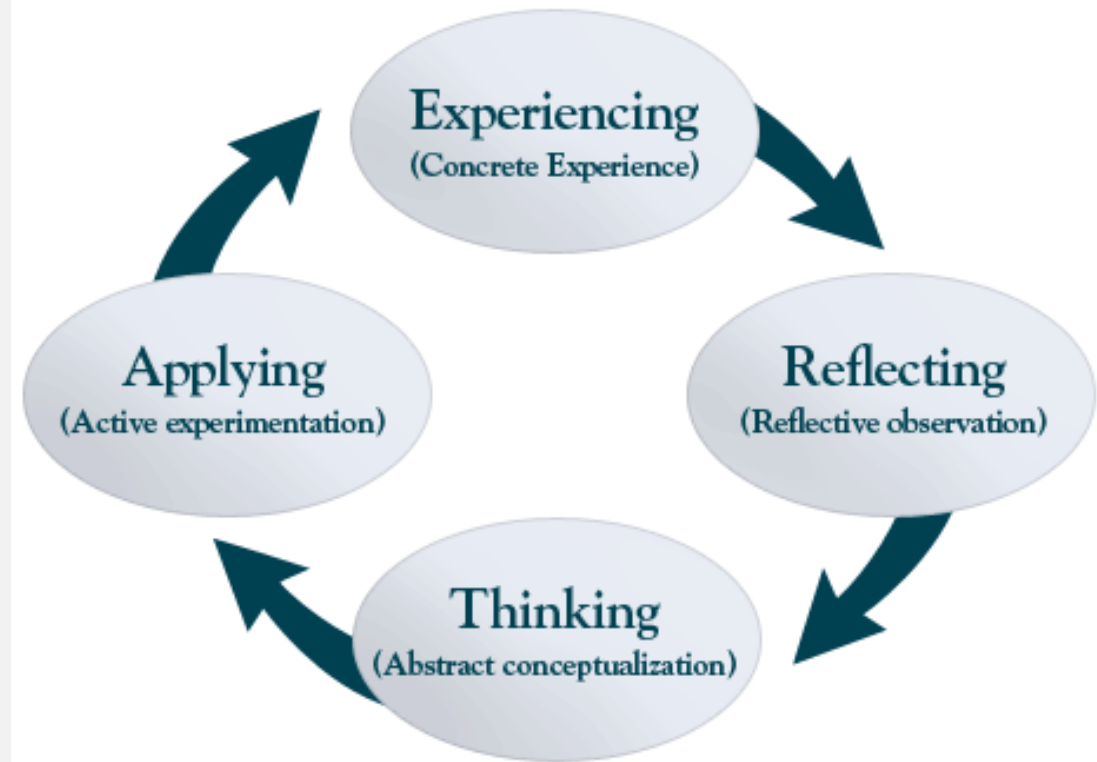
- Establish strategic objectives & priorities
- Establish policies for effective policing
- Hire chief & deputies
- Monitor chief's performance
- Establish mandates for negotiating collective agreements & executive contracts
- Establish budget direction

LEVERAGES EXISTING CAPACITIES

- Programs: Thunder Bay training
- Program developers: Thunder Bay program developers, reinforced
- Platforms: OAPSB e-learning portal designed & dedicated

OPTIMAL DEVELOPMENT & RETENTION

- Experiential
- Learning confirmation
- Legislative contents
- Inactive case studies
- Interactive board room scenarios



ACCREDITED

- SOLGEN
- Queen's
- ICD

ACCESSIBLE, COST-EFFECTIVE

- Web-based
- Individual, interactive
- Team exercises, coaching available
- Reinforce thru regular OAPSB zone and province-wide events

REAL TIME RECORDS

- OAPSB membership database
- Individual access names & passwords
- Lesson/course completion auto-recorded

COST-EFFECTIVELY ADMINISTERED

- Low-overhead not-for-profit OAPSB

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- Cost effective administration ✓

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- Accredite new education programs once developed
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