

**PERFORMANCE EVALUATION  
for  
CHIEF CONSTABLE  
Delta Police Department**

**Name:** \_\_\_\_\_ **Period:** \_\_\_\_\_

1) Analytical Ability and Judgement

Demonstrates strong capability to make decisions;  
Thinks critically, analytically and conceptually;  
Resolves conflicts with effective mediation and diplomacy;  
Demonstrates creative and innovative problem solving techniques

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Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

2) Oral Communication

Communicates in a focused, organized, concise and effective manner;  
Demonstrates ability to communicate to suite the style of person or group to whom he is speaking;  
Listens carefully to ensure understanding of others' ideas as well as their understanding of his ideas.

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- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

**3) Written Communication**

Produces written communication that is comprehensive, accurate, clear and concise.

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- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

**4) Interpersonal Relationship**

Creates a work environment that reflects openness, sensitivity and cooperation amongst all employees;

Works towards established goals;

Recognizes responsibility and accountability to the community, all employees and the Police Board.

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- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

- 5) Management Qualities  
Understands the human, financial and operational implications of decisions;  
Shows initiative, establishes and achieves priorities which contribute positively to organizational efficiency/effectiveness;  
Addresses long term issues, opportunities or political issues affecting own or other organizations in relation to the community at large or the media;  
Reviews department actions in relation to the organization's strategic goals, considers the broader organizational perspective 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.
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Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

- 6) Human Resource Management  
Maintains effective human resource 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.
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CONFIDENTIAL (When Completed)

Performance Evaluation for Chief Constable

Delta Police Board

- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

7) Financial Management

Meets the operational and capital budgets as approved by the Board;

Maintains appropriate financial reporting systems and managerial controls;

Ensures resources are distributed in accordance with objectives and priorities established with the Police Board.

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- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

8) Leadership

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.

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- Outstanding       Consistently Above Standard       Competent

Below Standard       Unsatisfactory

9) Accountability to the Board

Understands the legislative accountability and regulatory relationship between the Chief and the Police Board;

Provides the Board with effective support in the development of policy and in the Board's role and mandate, by continually reviewing operational procedures and policies;

Provides necessary information to assist the Board in making informed decisions, and works with the civilian expertise and experience of individual Board members for the benefit of the police department and the community;

Provides accurate, timely and complete information for the Board on issues, policy and initiatives.

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Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

10) Community Focus

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.

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- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

11) Objectives and Priorities

Keeping the time frames in mind, has the Chief achieved the established objectives and priorities?

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- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

12) General impression of the Chief's performance over the last year

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- Outstanding       Consistently Above Standard       Competent  
 Below Standard       Unsatisfactory

13) Suggested objectives and priorities for the coming year



Date of Review: \_\_\_\_\_

\_\_\_\_\_  
Chief Constable

**OBJECTIVES AND ACCOMPLISHMENTS FOR THE YEAR \_\_\_\_\_**

**Objectives:**

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**Accomplishments:**

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**Delta Police Board**

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