



WECHU BOH Self-Assessment Competency Survey

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Board of Health Competency Survey

Purpose: to identify the BOH strengths and identify opportunities for training and support.

- BOH is required to conduct a self-assessment.
- Questions related to 12 competencies.
- The 12 competencies and related questions were developed based on the Ontario Public Health Standards, BOH By-laws, and the alpha BOH Governance Toolkit.





Results

- Current board membership includes 14 members, of which 13 completed the survey.
- There were 2 to 4 questions asked for each competency.
- Average scores were created for each competency.
- A satisfactory and optimal range was determined:
 - **Satisfactory range** (average score ≥ 2 and < 3): BOH members have the necessary competencies to successfully complete tasks related to that topic but might require assistance from an expert at times.
 - **Optimal range** (average score ≥ 3): BOH members on average can perform actions related to these competencies without expert assistance.



Self-Assessment Scale

Score	Description
Basic (0)	I have basic knowledge of related techniques or concepts.
Novice (1)	I have the level of experience gained in a classroom or as a trainee on-the-job. I would need help when working in this area.
Intermediate (2)	I can successfully complete tasks in this area as requested. Help from an expert may be required from time to time.
Advanced (3)	I can perform the actions associated with this area without assistance. I am recognized as "a person to ask" when others face difficulties in this area.
Expert (4)	I am known as an expert in this area. I can provide guidance, troubleshoot, and answer questions related to this area.



Areas of Competency

Communication
and Marketing

Community
Partners and
Stakeholder
Engagement

Health Equity

Human Resources

Financial
Management

Knowledge and
Delivery of Public
Health
Programs/Services

Leadership and
Governance

Legal

Performance
Management and
Quality
Improvement

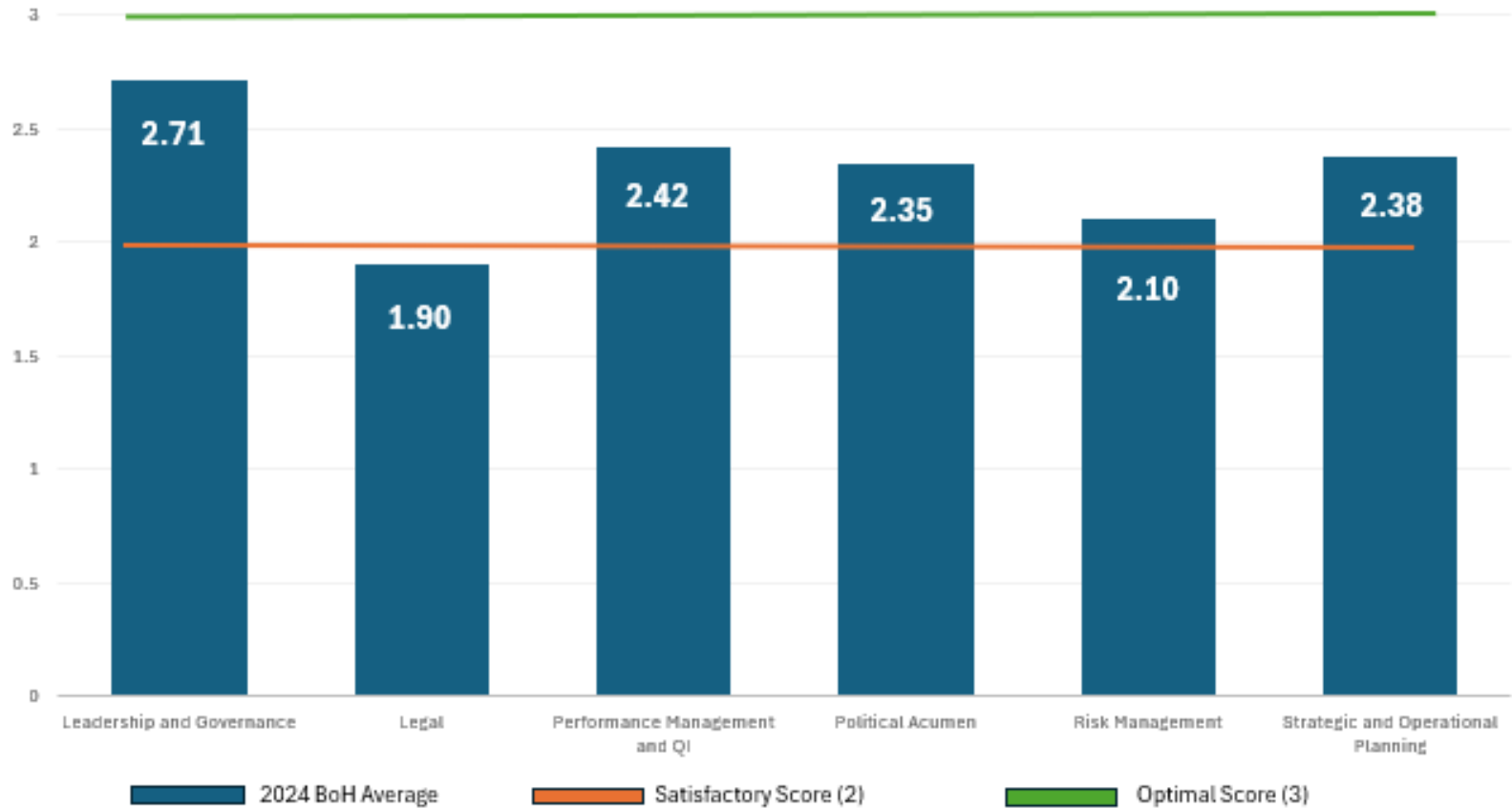
Political Acumen

Risk Management

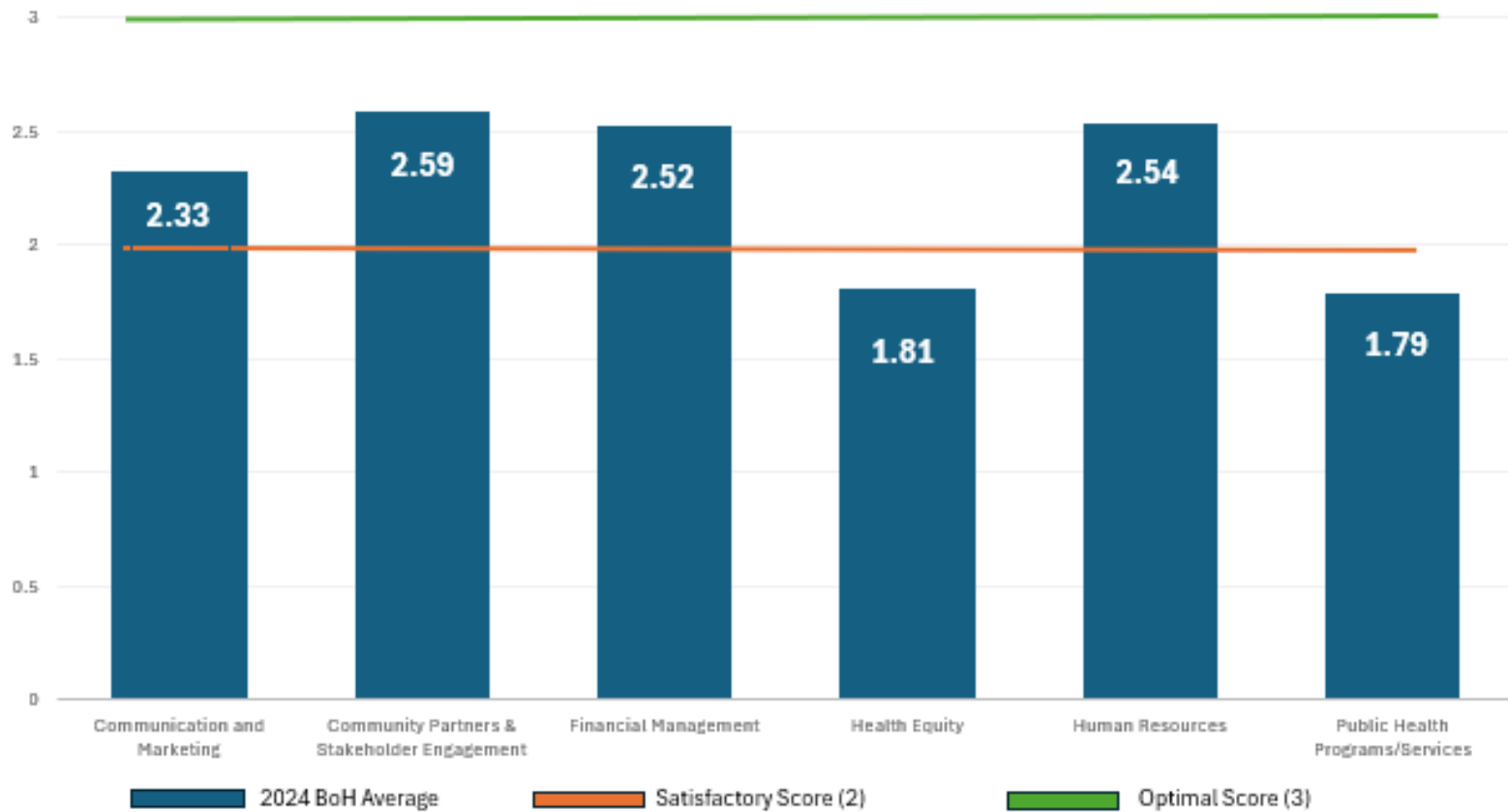
Strategic and
Operational
Planning



Competency Assessment



Competency Assessment





Top Strengths/Opportunities



Strengths

- Leadership and Governance
- Community Partners and Stakeholder Engagement
- Human Resources



Opportunities

- Knowledge of Public Health Programs
- Health Equity
- Legal



Overall Recommendations

- Provide training education sessions and e-learning modules to board members.
- Beginning with the areas of opportunity (e.g., Health Equity, Knowledge and Delivery of Public Health Programs and Services, Legal).
- Quarterly opportunity to provide feedback in regards to BOH operations and decision-making.

