



APPENDIX C: RRFNs Council Leadership Self-Assessment Template

PURPOSE:

This template is intended to guide Council's review of its leadership performance, which must occur at least annually.

INSTRUCTIONS:

At a Council meeting with at least four (4) and ideally six (6) Council members present, discuss and respond to the following self-assessment questions about Council's work as a whole in the last year or since the last self-assessment. The questions are a mix of multiple-choice and open-ended questions. The assessment is broken into the following sections:

- I. Vision and Values
- II. Attendance
- III. Leadership and Teamwork
- IV. Community
- V. Other

ASSESSMENT:

I. VISION AND VALUES

Background:

The questions in this section encourage you to consider Rainy River First Nations' ("RRFNs") Statement of Values and Council's adhered and contributions to them.

As a reminder, RRFNs' Governance Policy states that Council will govern with the following values:

- Integrity – governance will include qualities of honesty and strong moral principles;
- Strength – governance will display the strength of the Nation through informed decision making;
- Accountability – governance will be accountable to the Membership and wellbeing of the Nation;
- Cooperation – governance will be conducted cooperatively between Council and stakeholders;
- Long Term Scope – governance will consider the long term when conducting decision-making processes;
- Cultural Awareness – governance will respect our history and culture.

Assessment:

Discuss and mark how much you agree or disagree with each of the following statements, using the following scale:

1= Entirely disagree. This statement does not reflect my opinion.

2 = Somewhat disagree. I mostly disagree, but there are some elements I agree with.

3= Neutral. Neither agree nor disagree.

4 = Somewhat agree. I mostly agree, but there are still some elements I disagree with.

5 = Completely agree. This statement reflects my opinion.

1. We are proud of the work Council has done in the last year/since our last self-assessment.

1 2 3 4 5

2. Council has done a good job being transparent and accountable to Membership.

1 2 3 4 5

3. Council has done a good job making decisions that prioritize long-term benefits to the community and its Members, and not focusing solely on short-term benefits.

1 2 3 4 5

4. Council has done a good job putting RRFNs' values and culture at the heart of everything we do on Council.

1 2 3 4 5

5. Through our work on Council, we have supported our community's efforts to be responsible caretakers of Mother Earth.

1 2 3 4 5

6. Council has done a good job protecting and promoting our treaty rights.

1 2 3 4 5

7. We believe that RRFNs is becoming a sustainable and self-governing nation.

1 2 3 4 5

8. We have established a working environment on Council that is characterized by harmony, respect, efficacy, and efficiency.

1 2 3 4 5

9. We have served RRFNs in good faith with integrity, diligence and skill, and we are willing to admit our weaknesses and capitalize on our collective strengths.

1 2 3 4 5

10. Council has worked together respectfully, fairly, openly and honestly.

1 2 3 4 5

11. Council has the resources it needs for us to do our work effectively.

1 2 3 4 5

12. Council has respected the separation between governance and administration of RRFNs.

1 2 3 4 5

13. Council has avoided acting in conflict of interest, including perceived conflict of interest.

1 2 3 4 5

For the next set of questions, please discuss and then write as little or as much as you want in response.
(Responses can be submitted below or on a separate sheet):

14. If a Council member had to report any conflict of interest this year, do you have any comments on how this was handled? Is there anything you would do differently?

15. What are you most proud of about the accomplishments of Council?

16. What could Council do better in working together and fulfilling its responsibilities to Membership? What might Council want to do differently going forward?

17. What are some of the lessons Council has learned through its work in the last year/since the last assessment?

18. What upcoming projects are you excited about?

II. ATTENDANCE

19. Check the boxes that correspond with the statements that best describes Council attendance in the past 12 months:

A) How Frequently Quorum Was Reached:

- ☐ Quorum was reached at all Council meetings this year.
- ☐ Quorum was reached at all Council meetings this year.
- ☐ Quorum was reached at most Council meetings this year.
- ☐ Quorum was reached at about half of Council meetings this year.
- ☐ Quorum was reached at fewer than half of Council meetings this year.
- ☐ Quorum was not reached at any Council meeting this year.

B) Size of Quorum:

- ☐ Most of the time quorum was reached, a total of three Council members were present.
- ☐ Most of the time quorum was reached, a total of four Council members were present.
- ☐ Most of the time quorum was reached, a total of five Council members were present.
- ☐ Most of the time quorum was reached, a total of six Council members were present.

20. Do you feel that Council was frequently unable to conduct business because of attendance problems?

Y / N

Comments:

III. LEADERSHIP / TEAMWORK

Discuss the following questions and then write answers in the space below, or on a separate sheet:

21. Has Council been able to capitalize on the various strengths of its individual members and ensure Council members feel supported and valued? How could Council be better at doing this?

22. Has Council been able to achieve effective and equitable sharing of the work of Council amongst all Council members? If not, what could be changed?

Discuss and indicate how much Council agrees/disagrees with each of the following statements. The scale is again 1 – 5.

23. Council keeps up to date on all RRFN policies, rules, regulations, and codes.

1 2 3 4 5

24. Council keeps up to date on RRFNs' financial affairs, policies, programs, services, and current needs.

1 2 3 4 5

25. Council members communicate Council's direction in a clear and unified manner.

1 2 3 4 5

26. Council seeks consensus in all aspects of its work.

1 2 3 4 5

27. Council is able to effectively and appropriately delegate work to Committees, whether Standing or Special.

1 2 3 4 5

IV. COMMUNITY

Discuss the following question and then write Council's answer in the space below, or on a separate sheet:

28. What feedback has Council received from community Members during the review period? How has Council responded to such feedback? What of this feedback has resonated with Council and why?

Discuss and indicate how much Council agrees/disagrees with each of the following statements. The scale is again 1 – 5.

29. Council serves our community with compassion and fairness for our members.

1 2 3 4 5

30. Council members are seen as a role model within our community.

1 2 3 4 5

31. We believe our Council work respects and upholds the Seven Grandfather Teachings.

1 2 3 4 5

32. Council tries to listen to the concerns / feedback of community members and takes this seriously.

1

2

3

4

5

33. Council makes a good faith effort to respond to the concerns / feedback of community members.

1

2

3

4

5

V. OTHER

34. If you have any other feedback / comments, please write it in the space below or on a separate sheet of paper.
