

OAPSB

2025

Planning for our Future

Lisa Darling
Executive Director

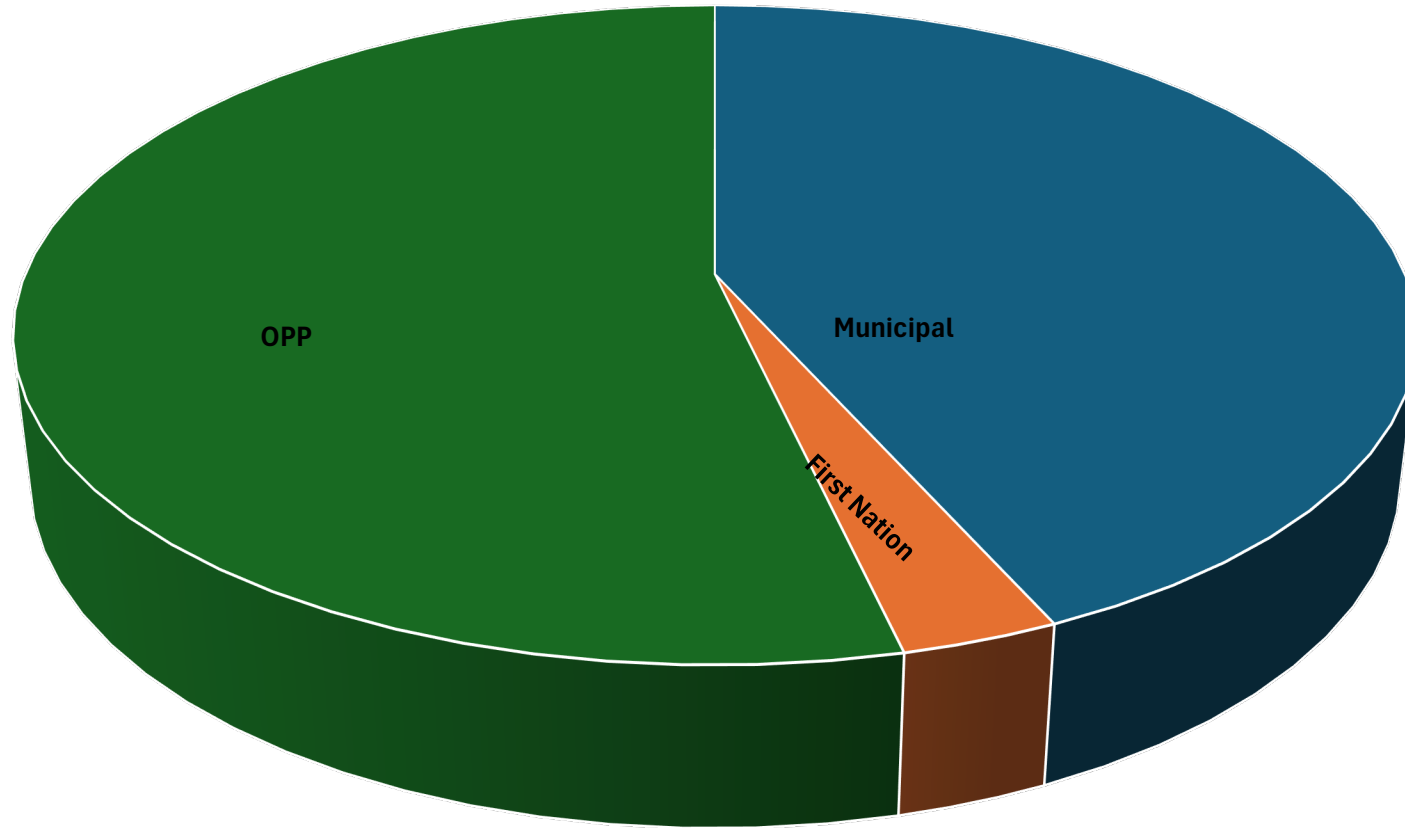


Preparing for 2025 and beyond

- Future Focused Review of Operations
 - Programs, processes and contracts
 - Capacity for Growth
 - New Records Management System
 - Implementation of new fee structure
- Developing plans for 2025 based on different scenarios

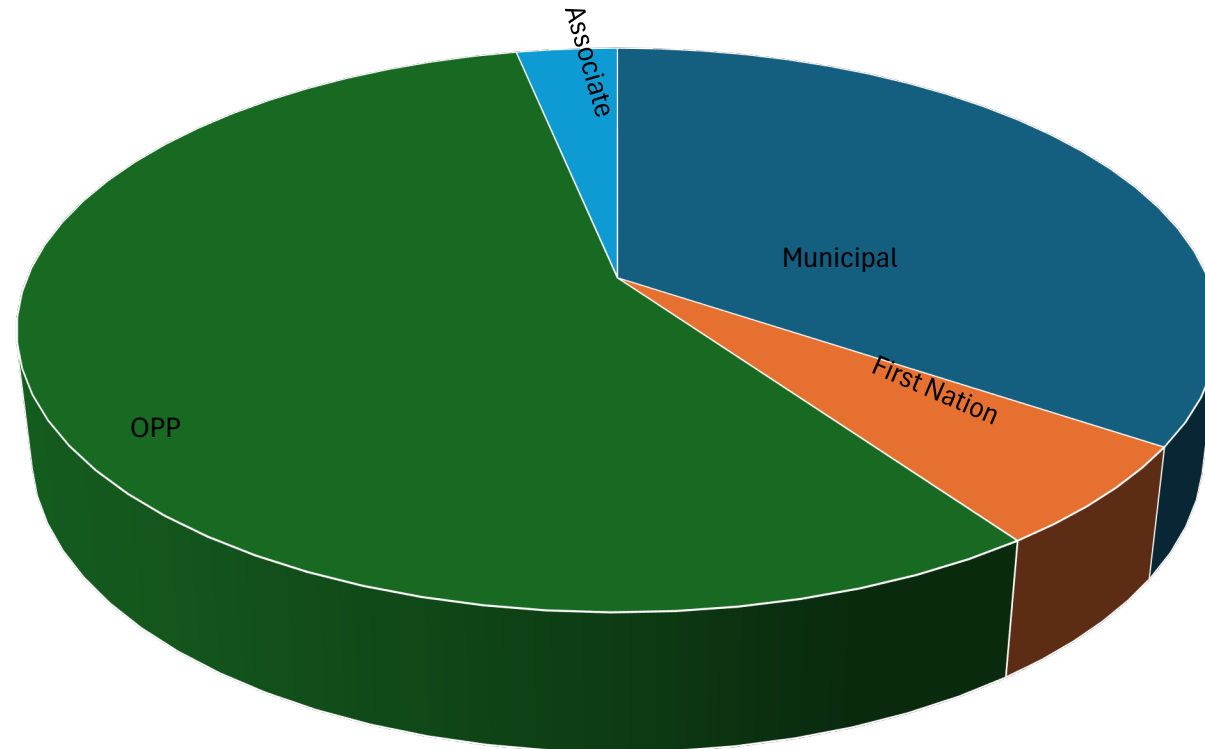
Breakdown of Current Membership

(Number of boards)



Breakdown if All Boards are Members

(Number of boards)



Rebranding of the OAPSB

Name Change? – Now is the time

- Leading into new SP Cycle (2026-2028)
- Making changes to our communications tools
- Name no longer representative of our entire membership
- What is our name telling the public
- Update at Spring Conference

2025 Communications Plan

- Website and technology
- Partnerships
- Staffing
- Professional Quarterly Newsletter commencing end of this month
- Presentations at sector and partner events
- Strengthening zones

Training Plan

- Plan Developed
- First two courses under development for all members
- Course Training Standard completed
- 17 courses identified for board members and staff
 - Implementation schedule dependent on funding
 - Hoping to know more about this soon- Should have a detailed update by the spring conference

Police Board Training Plan

2025-2028

The below journey map outlines the best case scenario for the education schedule for board members. We anticipate that board members will take longer than the recommended process. In some cases, the order and timing of specific courses is provided to ensure the learner gets the most out of the course as designed. Course descriptions will include recommended prerequisites. Additional courses will be added as needs are identified.

Courses

0 days

6 months

8 months

Year 1

Year 2

Year 3

As required

Mandatory

A series of courses designed to give board members an overview of their role as a police governance body. Future iterations of Roles & Responsibilities will engage students through case studies and scenario work.



Roles and Responsibilities

Thematic Training

Understanding Police Culture

How to Run Effective Meetings

Cultivating a safe work environment for your board

Effective Presentation and Multimedia best practices

Internal and External Communications
Your service and Your Communities

Board Conflict and Resolution

The Complaints Process

Diversity, Equity, Inclusion and Bias

Performance Evaluation and Assessment

Strategic Planning

Hiring the Right Police leader

Budgeting

Learning From Inquests

Collective Bargaining

Board Operations

A series of practical short courses designed to assist Board Chairs and Vice Chairs in their responsibilities. Other board members and administration would also benefit.



All Board Members

A series of courses designed to benefit the learning and development of all board members. These courses provide opportunities to carry learning into other parts of their lives/work.



Specialized Training

A series of courses designed to benefit all board members and staff, but specifically board and staff members engaged in specific business including: Bargaining, Hiring of Command Staff, Budgeting and Strategic Planning. These courses are more indepth with multiple modules.



2025 Additional Projects Underway

- Webinar series planning in partnership with the CAPG – commencing in 2026
- Recruitment initiative
- WSIB White Paper
- Better Bargaining Outcomes (LRIS)
- Policy Manual for OPP Detachment Boards

OPP Detachment Boards

- Reminder of drop-in sessions – Third Tuesday and Third Thursday of every month (for everyone, but noticing more Detachment Board members attending)
- For staff and board members
- Attend board meetings, training sessions with boards, staff and Municipalities as requested.
- An email away.

OPP Detachment Board Insurance

- Several boards still outstanding on insurance
- All members of the OAPSB need to provide the OAPSB with proof of insurance with their membership.
- OAPSB has a group policy
- September to September – Pro-rated for late entry
- \$3600 +288 tax - \$3888
- To maintain these rates we need additional boards to sign on to the insurance
 - There is more information on our website
 - Recent communication went out to Detachment Boards



2025

OAPS B SPRING

Conference & AGM

3-5, JUNE

Best Western Plus Lamplighter Inn & Conference Centre in London
591 Wellington Rd, London, ON N6C 4R3

2025 Spring Conference Workshops

Introduction to Police Culture-strategies and emotional intelligence competencies to look critically at the culture and understand the role of governance

Critical Thinking in Police Governance-enhancing critical thinking skills to real-world problems, and specific to police governance.

Assessment and Evaluation Tools- An overview of assessment tools and their purpose

Public Speaking and Media-improvisational and practiced conversations - will practice verbal and nonverbal communication best practices

Rules of Engagement for Board Members - criteria necessary rules for engaging with each other, to facilitate relevant, purposeful, and productive meetings.

Recruiting an Effective Leader -characteristics and capabilities of a visionary leader, as well as recruitment strategies and best practices.

Where to find training and discussion materials

Bo...




About Us ▾ Advocacy News

All Chiefs Memos
Important Notices
Conference & Seminar
Presentations
Training Resources
Resources Library

Member Information ▾



 Member Portal

Education & Training ▾

Coordinated Bargaining ▾

OAPSB Governance ▾

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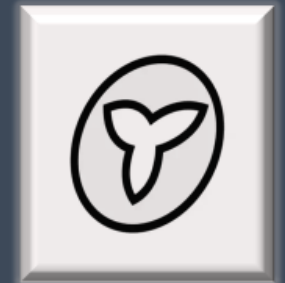
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