

College of Naturopaths of Ontario Council Review 2022

All - Standards Committee

June 2022

Confidential

Standards Committee Self/Peer Review

Average Rating by Competencies

| Competency | | Previous | Change |
|------------|------------------|---|--------|
| 1. | Self/Peer Review |  9.20 | N/A |

Competencies

Standards Committee Self/Peer Review

1. Participates with a good balance of listening and talking.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 9 | 9 | 14 | | |
| Overall Average | | | | | | 9.09 | | | | | | N/A | N/A |

2. Is always prepared for Standards Committee meetings.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 9 | 16 | | |
| Overall Average | | | | | | 9.21 | | | | | | N/A | N/A |

3. Willingly and constructively engages in difficult conversations when necessary.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|----|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 8 | 14 | | |
| Overall Average | | | | | | 9.09 | | | | | | N/A | N/A |

4. Actively participates in all Standards Committee discussions.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 7 | 7 | 18 | | |
| Overall Average | | | | | | 9.21 | | | | | | N/A | N/A |

5. Is independent and objective.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 6 | 19 | | |
| Overall Average | | | | | | 9.38 | | | | | | N/A | N/A |

6. Takes an active role in policy reviews when necessary.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 9 | 8 | 14 | | |
| Overall Average | | | | | | 9.09 | | | | | | N/A | N/A |

7. Is focused on delivering on the Standards Committee's mandate.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 9 | 8 | 15 | | |
| Overall Average | | | | | | 9.19 | | | | | | N/A | N/A |

8. Doesn't hesitate to comment, criticize constructively, or disagree.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 6 | 19 | | |
| Overall Average | | | | | | 9.3 | | | | | | N/A | N/A |

Highest and Lowest Rated Questions

Highest Rated Questions (High to Low)

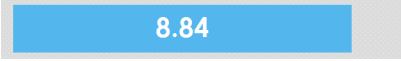
| Question | Competency | Overall |
|--|------------------|---------|
| 5. Is independent and objective. | Self/Peer Review | 9.38 |
| 8. Doesn't hesitate to comment, criticize constructively, or disagree. | Self/Peer Review | 9.3 |
| 4. Actively participates in all Standards Committee discussions. | Self/Peer Review | 9.21 |
| 2. Is always prepared for Standards Committee meetings. | Self/Peer Review | 9.21 |
| 7. Is focused on delivering on the Standards Committee's mandate. | Self/Peer Review | 9.19 |

Lowest Rated Questions (Low to High)

| Question | Competency | Overall |
|--|------------------|---------|
| 1. Participates with a good balance of listening and talking. | Self/Peer Review | 9.09 |
| 3. Willingly and constructively engages in difficult conversations when necessary. | Self/Peer Review | 9.09 |
| 6. Takes an active role in policy reviews when necessary. | Self/Peer Review | 9.09 |

Standards Committee Effectiveness

Average Rating by Competencies

| Competency | | Previous | Change |
|------------|-------------------------|---|--------|
| 1. | Committee Effectiveness |  8.84 | N/A |

Competencies

Standard Committee Effectiveness

1. The Standards Committee effectively discharges its responsibilities as set out in the committee terms of reference.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|---|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 2 | | |
| Overall Average | | | | | | 9 | | | | | | N/A | N/A |

2. The composition of the Standards Committee provides for strong governance.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 3 | | |
| Overall Average | | | | | | 9.2 | | | | | | N/A | N/A |

3. All members of the Standards Committee actively participate and contribute to meetings.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 2 | | |
| Overall Average | | | | | | 8.8 | | | | | | N/A | N/A |

4. Sufficient time allowed to enable the Standards Committee to undertake fulsome discussions.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 2 | | |
| Overall Average | | | | | | 8.8 | | | | | | N/A | N/A |

5. All members are prepared for Standards Committee meetings.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 1 | | |
| Overall Average | | | | | | 8.8 | | | | | | N/A | N/A |

6. All members attend Standards Committee meetings. (As set out in by-laws)

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 2 | 0 | | |
| Overall Average | | | | | | 7.6 | | | | | | N/A | N/A |

7. Annually review and make recommendations to the Council for any new, or amendments to the Regulations made under the Naturopathy Act, 2007 and the by-laws as they pertain to the Standards of Practice of the profession.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|------|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | | |
| Overall Average | | | | | | 9.33 | | | | | | N/A | N/A |

8. The Standards Committee effectively developed or consulted on and approved the Standards of Practice of the profession and/or guidelines governing the practice of the profession, and/or policies governing the practice of the profession.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 2 | | |
| Overall Average | | | | | | 9.2 | | | | | | N/A | N/A |

9. The Committee submits a quarterly report to the Council addressing matters of importance to the Committee.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | |
| Overall Average | | | | | | 10 | | | | | | N/A | N/A |

10. The Standards Committee has the requisite knowledge to appropriately contribute to the development, consultation on and/or approval of standards and guidelines.

| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | Prev. | Change |
|-------------------|---|---|---|---|---|-----|---|---|---|---|----|-------|--------|
| Committee Ratings | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 1 | | |
| Overall Average | | | | | | 8.8 | | | | | | N/A | N/A |

Please provide any additional feedback about the Standards Committee that you would like to share.

■

Highest and Lowest Rated Questions

Highest Rated Questions (High to Low)

| Question | Competency | Overall |
|---|-------------------------|---------|
| 9. The Committee submits a quarterly report to the Council addressing matters of importance to the Committee. | Committee Effectiveness | 10 |
| 7. Annually review and make recommendations to the Council for any new, or amendments to the Regulations made under the Naturopathy Act, 2007 and the by-laws as they pertain to the Standards of Practice of the profession. | Committee Effectiveness | 9.33 |
| 8. The Standards Committee effectively developed or consulted on and approved the Standards of Practice of the profession and/or guidelines governing the practice of the profession, and/or policies governing the practice of the profession. | Committee Effectiveness | 9.2 |
| 2. The composition of the Standards Committee provides for strong governance. | Committee Effectiveness | 9.2 |
| 1. The Standards Committee effectively discharges its responsibilities as set out in the committee terms of reference. | Committee Effectiveness | 9 |

Lowest Rated Questions (Low to High)

| Question | Competency | Overall |
|--|-------------------------|---------|
| 6. All members attend Standards Committee meetings. (As set out in by-laws) | Committee Effectiveness | 7.6 |
| 10. The Standards Committee has the requisite knowledge to appropriately contribute to the development, consultation on and/or approval of standards and guidelines. | Committee Effectiveness | 8.8 |
| 3. All members of the Standards Committee actively participate and contribute to meetings. | Committee Effectiveness | 8.8 |
| 4. Sufficient time allowed to enable the Standards Committee to undertake fulsome discussions. | Committee Effectiveness | 8.8 |
| 5. All members are prepared for Standards Committee meetings. | Committee Effectiveness | 8.8 |