

BadgeQuest

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Southborough Police Chief
Assessment Center Report

INTRODUCTION

BadgeQuest conducted an Assessment Center at the Southborough Police Department on October 30, 2009 for the position of Chief of Police. Four candidates were evaluated for the position. Chief Stephen Unsworth (retired) coordinated the process.

An Assessment Center is a process to test and evaluate the leadership, administrative and management skills of executives and managers. In an Assessment Center, candidates participate in a series of exercises and are evaluated on their performance in each exercise, using a series of predetermined criteria.

ASSESSORS

The following subject matter experts served as assessors:

- Chief Peter Carnes – Stonehill College Police Department
- Chief Edward Drew (retired) – Waltham Police Department
- Chief Robert Pomeroy (retired) – Plymouth Police Department

CANDIDATES

The following candidates were evaluated:

- David Armstrong – Holden
- Jane Moran – Southborough
- Hipolito Nunez – Westfield
- Paul Shastany – Framingham

*Received
For Record
Person*

*Friday
5/14/10*

PAC

EXERCISES

The following exercises were administered. Three were role-playing in nature, one was an interview and one was written. (A copy of each exercise is attached.)

Exercise #1	Group – Performance Evaluation
Exercise #2	Rotary Presentation
Exercise #3	Globe Reporters – OUI Cover-up
Exercise #4	Scenario Interview
Exercise #5	Written – Community Policing Grant
Exercise #6	Written – Plan to Reduce Sick and Injured Time

PROTOCOL

- Anonymity: Each candidate was identified throughout the process by the randomly selected names of former presidents Adams, Bush, Carter, and Lincoln. The assessors were not told of candidates' actual identities or histories until after all exercises and scoring was completed.
- Equity: A specific amount of time was scheduled for each exercise. All exercises were timed and terminated at the end of the allocated time. Each candidate was given the exact same instructions prior to the beginning of each exercise. The role-players and their instructions were also the same for each specific exercise.

EVALUATION/ASSESSMENT PROCESS

The Assessment Center was designed to evaluate the following knowledge, skills, abilities and personal characteristics (KSAPs):

- Integrity
- Communication
- Leadership
- Problem Analysis/Decision Making
- Initiative/Decisiveness
- Judgment
- Interpersonal Relations
- Planning and Organizing

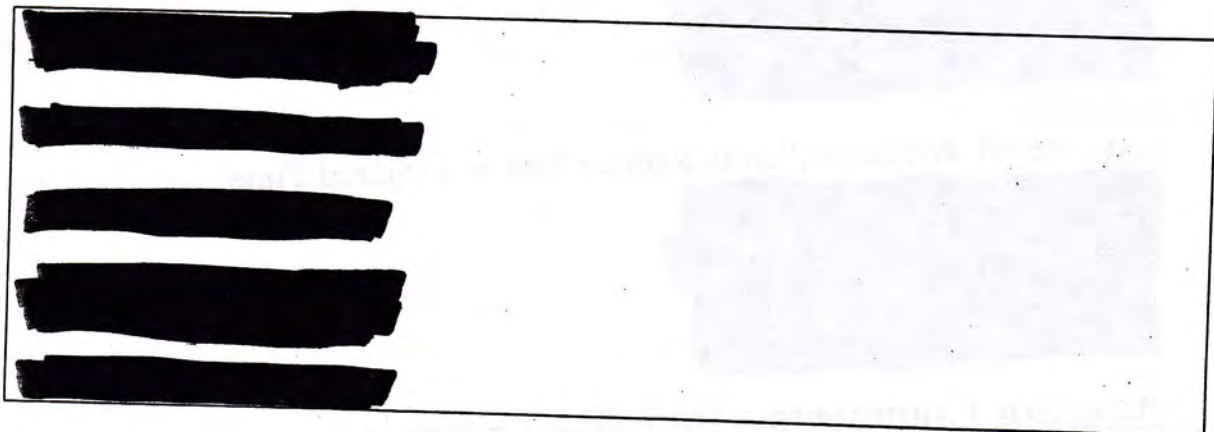
SCORING PROCESS (Scoring criteria attached)

Each quality evaluated within a specific exercise was scored on a scale of 1 to 100. The candidates and assessors were given the same scoring guidelines explaining the process.

At the conclusion of each exercise, the candidate's performance was discussed and a consensus was reached regarding the candidate's score.

At the conclusion of the Assessment Center Exercises, candidates were scored in the following manner:

- Total score attained for all exercises
- Score attained for each individual exercise
- Score attained for each of the eight KSAPs



Candidate Standings Individual Exercises

Exercise #1 Group – Performance Evaluation



Exercise #2 Rotary Presentation



Exercise #3 Globe Reporter – OUI Cover-up

[REDACTED]

Exercise #4 Scenario Interview

[REDACTED]

Exercise #5 Written – Community Policing Grant

[REDACTED]

Exercise #6 Written – Plan to Reduce Sick and Injured Time

[REDACTED]

Assessor Comments – Individual Exercises

Exercise #1 – Leaderless Group – Performance Evaluation

[REDACTED]

Exercise #2 – Rotary Presentation

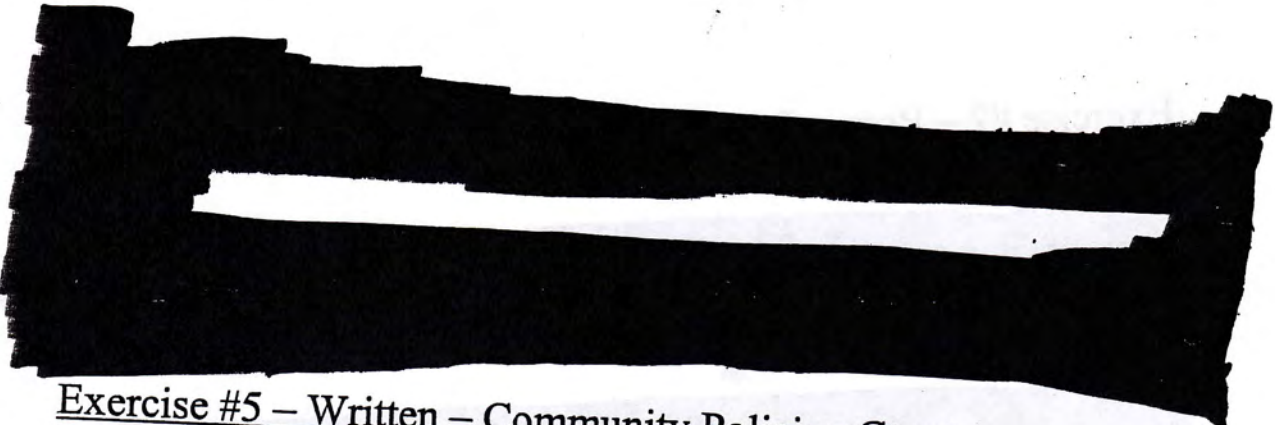
[REDACTED]

Exercise #3 – Globe Reporter – OUI Cover-up

[REDACTED]

Exercise #4 – Scenario Interview

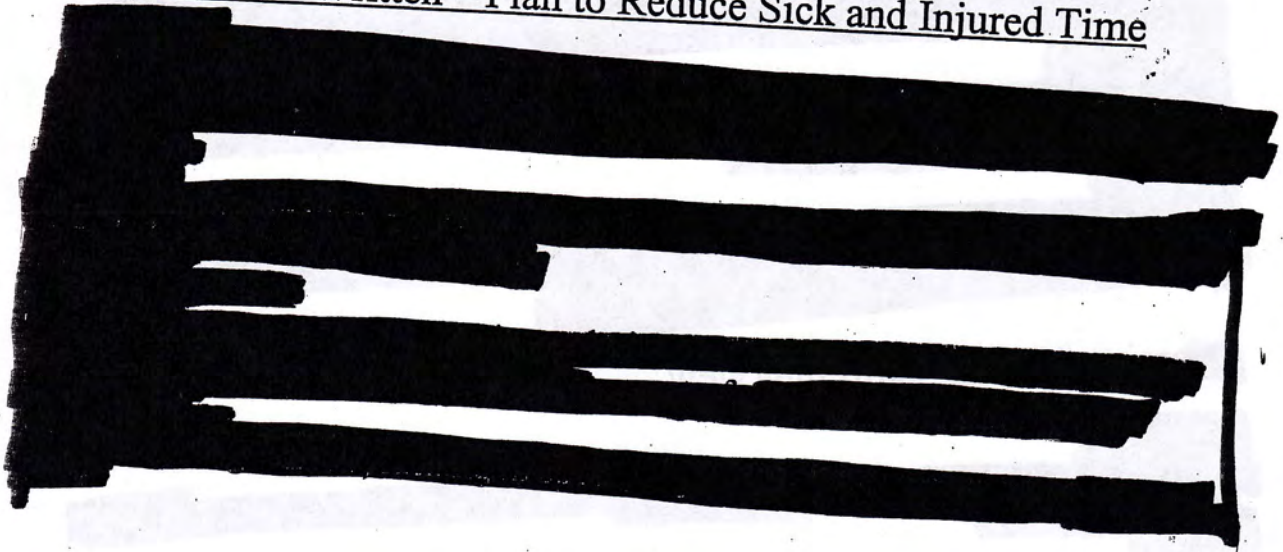
[REDACTED]



Exercise #5 – Written – Community Policing Grant



Exercise #6 – Written – Plan to Reduce Sick and Injured Time



Candidate Standings – Individual KSAPs

Integrity

[REDACTED]

Communication

[REDACTED]

Leadership

[REDACTED]

Problem Analysis/Decision Making

[REDACTED]

Initiative/Decisiveness

[REDACTED]

Judgment

[REDACTED]

Interpersonal Relations

[REDACTED]

Planning and Organizing

[REDACTED]