

Business Plan Approval Criteria

DRAFT

AGENCY:

Please Note:

- All sections of the spreadsheet must be completed and sent in or the plan will be sent back to the agency to complete unfinished pieces.
- Business Plans submitted must meet all of the approval criteria prior to final approval.
- A Business Plan may be "conditionally approved" in order to expedite the release of initial funds. The Agency will be required to satisfactorily prior to the release of additional funds.
- In order to get conditional approval of a plan, the sections noted with an "x" must meet the criteria.

		Analysis of Business Plan
1. Executive Summary		
a.	Executive Summary has a summary of all the sections of the plan	
b.	Executive Summary has concise summary of Expected Outcomes and Targets for each year	
c.	Executive Summary includes a summary of the key financial information from the plan	
2. Community Profiles		
a.	The profile for each community is complete to a reasonable level	
b.	Agency demonstrates grasp of the impact of the challenges and opportunities for each community on the agency services	
c.	Consistency in the information to other data in the business plan	
3. Environment Scan		
a.	Agency assessment of external environment is reasonable	
b.	Agency assessment of internal environment is reasonable	
c.	Actions to address the challenges identified can be found in the business plan	
d.	Actions to capitalize on the opportunities can be found in the business plan	
4. Agency Profile		
a.	Vision - Values and Principles - Mission Statements are included in the plan	
b.	Org chart is consistent with staffing information in the plan	
c.	Org chart demonstrates a reasonable assignment of human resources.	

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d. Data in the CASE DATA spreadsheets is complete and demonstrates consistency	X	
e. Data in the HUMAN RESOURCE spreadsheets is complete and demonstrates consistency	X	
f. Data in the FINANCE spreadsheets is complete and demonstrates consistency	X	
g. Data in the INVENTORIES spreadsheets is complete and demonstrates consistency	X	
h. Data in the COMMUNITY PROFILES spreadsheets is complete and demonstrates consistency	X	
i. Narrative (optional) is consistent with the data		
j. Trend Analysis & Forecast		
5. Section 1: Summary Overview		
a. Plan includes a minimum of one goal for each of the three core business areas		
b. Goals identified are overall agency goals and are stated in SMART language		
c. Stated goals and objectives (SMART) are reasonable for a five year business plan		
d. Expected outcomes are measurable and realistic (not rhetorical)		
e. Expected outcomes are consistent with key outcomes in the three domains of child safety, child well being, and permanency for children		
f. Outcomes are reasonable to achieve in a five year period		
g. There is at a minimum one strategy with associated action(s) per goal		
h. Strategies are specific and have clear deliverables		
i. Agency demonstrates grasp of goals, objectives, strategies and actions required to fulfill its mandate		
j. # of strategies should be realistic for a five year plan		
k. Performance Measures are specific and consistent with outcomes and strategies		
l. Performance measures include evidence based (data)ones which can be measured against baseline data		
m. Performance measures are adequate and comprehensive enough to assess agency performance		
6. Section 2: Outcomes		
a. Listed outcomes correspond to the outcomes listed in section 1		

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b. Performance measures correspond to those listed in section 1		
c. Agency has identified logical, concrete, and specific ways for how to measure performance		
d. Agency demonstrates grasp of the outcomes and associated measures and indicators		
e. Data agency is proposing to use for performance measures is appropriate and logical		
f. Data is primarily already being collected and available to the agency		
g. Instances where agency needs to start collecting data are kept to a minimum		
h. Agency plan provides an action plan on how they will collect the data not currently available		
7. Section 3: Performance Measures and Indicators		
a. Performance measures and associated indicators must correspond to those listed in section 1 and 2		
b. Targets identified are measurable		
c. Agency has a reasonable number of performance measures for a five year period		
d. Agency demonstrates grasp of the measures and indicators associated with each outcome		
e. Targets identified are reasonable year to year and in year 5/6, reasonable as a measure of agency performance		
Five Year Operational Service Plan		
8. Service Delivery - Family Enhancement/Prevention		
a. Program sector goals are SMART		
b. Program sector goals are consistent with overall goals in section 1		
c. Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d. Strategies are consistent with overall strategies in section 1		
e. Strategies are realistic and achievable in stated timeframes		
f. Strategies include issues identified in environment scan		
g. Strategies include actions to address recommendations made to the agency	X	
h. Key milestones are logical and realistic and consistent with service requirements		

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i.	Resources required are consistent with human resources and budget projections		
j.	Agency demonstrates an understanding of the expectations and requirements associated with implementing a prevention (Family Enhancement) response	X	
k.	Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l.	Outcome indicators are program specific but consistent with those identified in section 1-3		
m.	There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n.	There is a plan for data collection inclusive of CFSIS /IM where data is currently not available		
o.	Program evaluation is logical and realistic		
p.	There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q.	Agency has clear plan to revise Intake (on and off reserve communities; streaming, managing relationship with intake and off reserve DIA)	X	
r.	Agency has clear plan to implement the use of the SDM tools, including attaching completed SDMs to CFSIS / IM case, reflected in CFSIS/IM case notes, and do QA on this use	X	
s.	Agency has plan to do regular spot audits and QAs of cases		
t.	Agency has a clear plan to ensure all required assessments, service/case plans, and voluntary service (FE) agreements are completed and attached to eligible cases in CFSIS/IM, and case notes in CFSIS / IM reflect same in accordance with provincial standards	X	
u.	Agency has plan that demonstrates how FE will be progressively rolled out over the next 5/6 years including engagement and formalized partnering with collaterals	X	
v.	Agency projections for FE staff are consistent with service needs	X	
9. Service Delivery - Protection			
a.	Program sector goals are SMART		
b.	Program sector goals are consistent with overall goals in section 1		
c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		

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d. Strategies are consistent with overall strategies in section 1		
e. Strategies are realistic and achievable in stated timeframes		
f. Strategies include issues identified in environment scan		
g. Strategies include actions to address recommendations made to the agency	X	
h. Key milestones are logical and realistic and consistent with service requirements		
i. Resources required are consistent with human resources and budget projections		
j. Agency demonstrates an understanding of the expectations and requirements associated with providing a protection response	X	
k. Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l. Outcome indicators are program specific but consistent with those identified in section 1-3		
m. There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n. There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o. Program evaluation is logical and realistic		
p. There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q. Agency plan includes putting in place a child abuse coordinator	X	
r. Agency plan includes implementation of SDM tools to be applied to existing and all new cases	X	
s. Agency has a clear plan to ensure all required assessments, service/case plans are completed and attached to eligible cases in CFSIS / IM and case notes in CFSIS / IM reflect same in accordance with provincial standards	X	
t. Agency has plan to do regular spot audits and QAs of cases	X	
u. Agency plan includes implementing regular contact with children in these homes in accordance with provincial standards	X	
v. Agency plan speaks to abuse services, including the Child Abuse Committee	X	
10. Service Delivery - Children in Care		
a. Program sector goals are SMART		

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b.	Program sector goals are consistent with overall goals in section 1		
c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d.	Strategies are consistent with overall strategies in section 1		
e.	Strategies are realistic and achievable in stated timeframes		
f.	Strategies include issues identified in environment scan		
g.	Strategies include actions to address recommendations made to the agency	X	
h.	Key milestones are logical and realistic and consistent with service requirements		
i.	Resources required are consistent with human resources and budget projections		
j.	Agency demonstrates an understanding of the expectations and requirements associated with providing for children in care	X	
k.	Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l.	Outcome indicators are program specific but consistent with those identified in section 1-3		
m.	There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n.	There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o.	Program evaluation is logical and realistic		
p.	There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q.	Agency plan has a reasonable and appropriate plan for enhancing/improving permanency / stability for children in care	X	
r.	Agency plan includes an action plan to enhance/improve services to transition children out of care	X	
s.	Agency plan includes an action plan to ensure children in care have education plans (e.g. IEPs) that are monitored and tracked by the agency	X	
t.	Agency plan includes an action plan to ensure children in care are / remain culturally connected	X	
u.	Agency has a plan to do regular spot audits and QAs of children in care files	X	

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11. Service Delivery - Alternate Care		
a.	Program sector goals are SMART	
b.	Program sector goals are consistent with overall goals in section 1	
c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1	
d.	Strategies are consistent with overall strategies in section 1	
e.	Strategies are realistic and achievable in stated timeframes	
f.	Strategies include issues identified in environment scan	
g.	Strategies include actions to address recommendations made to the agency	X
h.	Key milestones are logical and realistic and consistent with service requirements	
i.	Resources required are consistent with human resources and budget projections	
j.	Agency demonstrates an understanding of the expectations and requirements associated with providing alternate care	X
k.	Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1	
l.	Outcome indicators are program specific but consistent with those identified in section 1-3	
m.	There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis	
n.	There is a plan for data collection inclusive of CFSIS / IM where data is currently not available	
o.	Program evaluation is logical and realistic	
p.	There are specific and tangible deliverables identified for each year; these are consistent with the strategies	
q.	Agency plan provides for all foster homes and places of safety currently in use to have current licenses within the next 6 months and within 1 year for all active ones with no placements	X
r.	Agency plan includes provision for maintaining all foster home licenses with a current status	X
s.	Agency has a plan to do regular spot audits and QAs of foster home files	X
t.	Agency has a plan for continuous resource development appropriate to the	X

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agency's alternative care needs; plan includes support, respite, and training for resource providers		
12. Service Delivery - Intake and After Hours/On Call		
a. Program sector goals are SMART		
b. Program sector goals are consistent with overall goals in section 1		
c. Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d. Strategies are consistent with overall strategies in section 1		
e. Strategies are realistic and achievable in stated timeframes		
f. Strategies include issues identified in environment scan		
g. Strategies include actions to address recommendations made to the agency	X	
h. Key milestones are logical and realistic and consistent with service requirements		
i. Resources required are consistent with human resources and budget projections		
j. Agency demonstrates an understanding of the expectations and requirements associated with providing intake / after hours service		
k. Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l. Outcome indicators are program specific but consistent with those identified in section 1-3		
m. There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n. There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o. Program evaluation is logical and realistic		
p. There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q. Agency plan indicates an adequate service model for intake / AH/On Call for on and off reserve, including service relationships with relevant DIAS	X	
13. Governance		
a. Program sector goals are SMART		
b. Program sector goals are consistent with overall goals in section 1		

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c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d.	Strategies are consistent with overall strategies in section 1		
e.	Strategies are realistic and achievable in stated timeframes		
f.	Strategies include issues identified in environment scan		
g.	Strategies include actions to address recommendations made to the agency	X	
h.	Key milestones are logical and realistic and consistent with service requirements		
i.	Resources required are consistent with human resources and budget projections		
j.	Agency demonstrates an understanding of the expectations and requirements associated with ensuring good governance	X	
k.	Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l.	Outcome indicators are program specific but consistent with those identified in section 1-3		
m.	There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n.	There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o.	There is a plan for Program evaluation and it is logical and realistic		
p.	There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q.	Agency has a plan to have continuous Board development and training	X	
r.	Agency plan includes ensuring board appointment process and renewals; orientation of board members	X	
s.	Agency plan includes strategies for ongoing linkage to relevant FN leadership and engagement of key stakeholders	X	
t.	Agency has a plan to ensure key governance documents are up to date (i.e. by-laws; board policies; conflict of interest policies; funding agreements; etc.)	X	
u.	Agency plan includes a plan for local CFS Committees which addresses capacity building, purpose and terms of reference of the committee, and membership selection and requirements. The plan demonstrate how	X	

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confidentiality provisions will be met.

14. Management

a.	Program sector goals are SMART		
b.	Program sector goals are consistent with overall goals in section 1		
c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d.	Strategies are consistent with overall strategies in section 1		
e.	Strategies are realistic and achievable in stated timeframes		
f.	Strategies include issues identified in environment scan		
g.	Strategies include actions to address recommendations made to the agency	X	
h.	Key milestones are logical and realistic and consistent with service requirements		
i.	Agency demonstrates an understanding of the expectations and requirements associated with ensuring excellence in management	X	
j.	Resources required are consistent with human resources and budget projections		
k.	Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l.	Outcome indicators are program specific but consistent with those identified in section 1-3		
m.	The agency has a reasonable short term target date include with its plan to have all active/new cases entered into CFSIS/IM. The plan ensures all active cases on CFSIS/IM meet established criteria and are maintained and kept current	X	
n.	There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
o.	There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
p.	Program evaluation is logical and realistic		
q.	There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
r.	Agency has a strategy for continuous workload management	X	
s.	Agency plan includes implementation of an adequate supervision model	X	

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t.	Agency has a business continuity plan OR clear plan to complete such a plan within a reasonable time frame	X	
u.	Agency plan includes a strategy and plan for building and/or enhancing key partnerships with appropriate collaterals, including formal partnerships, within a reasonable short term time frame	X	
v.	Agency has a defined process for issues management / responding to requests for information (i.e. child deaths; FIPPA's; media issues; complaints, etc.)	X	
15. Administration			
a.	Program sector goals are SMART		
b.	Program sector goals are consistent with overall goals in section 1		
c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d.	Strategies are consistent with overall strategies in section 1		
e.	Strategies are realistic and achievable in stated timeframes		
f.	Strategies include issues identified in environment scan		
g.	Strategies include actions to address recommendations made to the agency	X	
h.	Key milestones are logical and realistic and consistent with service requirements		
i.	Resources required are consistent with human resources and budget projections		
j.	Agency demonstrates an understanding of the expectations and requirements associated with ensuring excellence in administration	X	
k.	Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l.	Outcome indicators are program specific but consistent with those identified in section 1-3		
m.	There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n.	There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o.	Program evaluation is logical and realistic		
p.	There are specific and tangible deliverables identified for each year; these are consistent with the strategies		

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<p>q. Agency has a plan to complete Policy and Procedures Manuals for all agency units (Service Units; HR; Finance; etc.) and/or has a process to do regular reviews and updates of these manuals</p>	X	
16. Human Resources		
a. Program sector goals are SMART		
b. Program sector goals are consistent with overall goals in section 1		
c. Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d. Strategies are consistent with overall strategies in section 1		
e. Strategies are realistic and achievable in stated timeframes		
f. Strategies include issues identified in environment scan		
g. Strategies include actions to address recommendations made to the agency	X	
h. Key milestones are logical and realistic and consistent with service requirements		
i. Resources required are consistent with human resources and budget projections		
j. Agency demonstrates an understanding of the expectations and requirements associated with ensuring excellence in human resources	X	
k. Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l. Outcome indicators are program specific but consistent with those identified in section 1-3		
m. There is a plan for data collection inclusive of CFSIS/IM to be done on a regular basis		
n. There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o. Program evaluation is logical and realistic		
p. There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q. Agency has a plan for recruitment and retention of staff that meet the WFQ standard	X	
r. Agency has a plan for ongoing training, education, and/or professional development of staff	X	

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<p>s. Agency has a comprehensive staffing plan; this plan clearly identifies how the agency will staff core required positions (ED; Dir of Finance; Child Abuse Coordinator; HR; and QA (note that the QA position must have dual accountability with the SA). A projected/proposed org chart is to be included with this staffing plan</p>	X	
17. IT		
a. Program sector goals are SMART		
b. Program sector goals are consistent with overall goals in section 1		
c. Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d. Strategies are consistent with overall strategies in section 1		
e. Strategies are realistic and achievable in stated timeframes		
f. Strategies include issues identified in environment scan		
g. Strategies include actions to address recommendations made to the agency	X	
h. Key milestones are logical and realistic and consistent with service requirements		
i. Agency demonstrates an understanding of the expectations and requirements associated with ensuring IT and information systems are current and support the use of one data system (CFSIS/IM) for case information and activity	X	
j. Resources required are consistent with human resources and budget projections		
k. Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l. Outcome indicators are program specific but consistent with those identified in section 1-3		
m. There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n. There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o. Program evaluation is logical and realistic		
p. There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q. Agency has a plan to implement an electronic file management system,	X	

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	including appropriate policies for such a system		
r.	Agency has a current IT usage and security policy OR a plan to develop one in the immediate future	X	
s.	Agency has a clearly time lined plan for agency to fully implement CFSIS/IM as a case management tool in a reasonable time frame; such a plan must address data entry requirements; training needs; connectivity; hardware; business processes	X	
t.	Agency must have a plan for the provision of network and desktop support; refresh and maintenance of equipment (Note: this plan must indicate that it is to be developed jointly with the SA)	X	
18. Infrastructure			
a.	Program sector goals are SMART		
b.	Program sector goals are consistent with overall goals in section 1		
c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d.	Strategies are consistent with overall strategies in section 1		
e.	Strategies are realistic and achievable in stated timeframes		
f.	Strategies include issues identified in environment scan		
g.	Strategies include actions to address recommendations made to the agency	X	
h.	Key milestones are logical and realistic and consistent with service requirements		
i.	Resources required are consistent with human resources and budget projections		
j.	Agency demonstrates an understanding of the expectations and requirements associated with ensuring that adequate infrastructure is in place and/or planned for	X	
k.	Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
l.	Outcome indicators are program specific but consistent with those identified in section 1-3		
m.	There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
n.	There is a plan for data collection inclusive of CFSIS / IM where data is		

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	currently not available		
	o. Program evaluation is logical and realistic		
	p. There are specific and tangible deliverables identified for each year, these are consistent with the strategies		
	q. Agency plan must demonstrate that all site offices / facilities are adequate and properly maintained OR include a plan that will demonstrate how the agency plans to bring all facilities to an acceptable level	X	
	r. Agency plan must identify how agency addresses accessibility / transportation issues for clients particularly on reserve	X	
	s. Agency plan must demonstrate how the agency meets or plans to meet requirements for privacy for clients when meeting with agency staff	X	
	19. Communication		
	a. Program sector goals are SMART		
	b. Program sector goals are consistent with overall goals in section 1		
	c. Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
	d. Strategies are consistent with overall strategies in section 1		
	e. Strategies are realistic and achievable in stated timeframes		
	f. Strategies include issues identified in environment scan		
	g. Strategies include actions to address recommendations made to the agency	X	
	h. Key milestones are logical and realistic and consistent with service requirements		
	i. Resources required are consistent with human resources and budget projections		
	j. Agency demonstrates an understanding of the expectations and requirements associated with ensuring appropriate communications internally and externally	X	
	k. Expected results / outcomes are program specific but consistent with overall outcomes identified in section 1		
	l. Outcome indicators are program specific but consistent with those identified in section 1-3		
	m. There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		

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n.	There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
o.	Program evaluation is logical and realistic		
p.	There are specific and tangible deliverables identified for each year; these are consistent with the strategies		
q.	Agency plan must include a strategy for ongoing internal communication with staff	X	
r.	Agency plan must include a strategy for ongoing communication with communities (particularly First Nation communities) and with leadership in FN communities	X	
s.	Agency plan must include a strategy for ongoing communication with client families, youth, and children in care	X	
t.	Agency plan must include a strategy for ongoing communication with key collaterals and partners and stakeholders	X	
u.	Communication strategies are to include how the agency plans to communicate its business plan to the various groups	X	
20. Finance			
a.	Program sector goals are SMART		
b.	Program sector goals are consistent with overall goals in section 1		
c.	Program sector goals are realistic and achievable for stated year and show a steady annual progression toward achieving overall goals in section 1		
d.	Strategies are consistent with overall strategies in section 1		
e.	Strategies are realistic and achievable in stated timeframes		
f.	Strategies include issues identified in environment scan		
g.	Strategies include actions to address recommendations made to the agency	X	
h.	Key milestones are logical and realistic and consistent with service requirements		
i.	Resources required are consistent with human resources and budget projections		
j.	Agency demonstrates an understanding of the expectations and requirements associated with ensuring appropriate financial and evaluation systems are in place	X	
k.	Expected results / outcomes are program specific but consistent with overall		

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	outcomes identified in section 1		
	l. Outcome indicators are program specific but consistent with those identified in section 1-3		
	m. There is a plan for data collection inclusive of CFSIS / IM to be done on a regular basis		
	n. There is a plan for data collection inclusive of CFSIS / IM where data is currently not available		
	o. Program evaluation is logical and realistic		
	p. There are specific and tangible deliverables identified for each year, these are consistent with the strategies		
	q. Funding Agreements with SA and with INAC are in good standing and current OR there is a plan to complete this in the immediate future	X	
	r. Agency plan provides for reasonable number of financial staff	X	
	s. Agency has balanced budget over 5/6 year period	X	
	t. Plan indicates the plan(s) for the use of deferred and surplus revenue	X	
	u. Plan provides an analysis of surplus / deficit position of agency and where applicable, provides a plan to retire debt over the five year period	X	
	v. Financial projections have clear link to the service plan activities	X	
	w. Financial projections are reasonable for each category	X	
	x. CSA expenditure / remittance is addressed	X	
	y. Expenditure plan indicates that agency has a comprehensive and integrated approach to service delivery	X	
	21. Year 1/2 Detailed Work Plan		
	a. Strategies match those identified in year 1 and 2 of the program sector plans	X	
	b. Key activities are appropriate, relevant, and realistic	X	
	c. Time lines and work activities are reasonable	X	