

# Evaluating the work executive director & board relations

- Leadership – modeling for the staff / supporting board goals & duties
- Role Clarity – sets norm for duties / enables delegation & support
- Teamwork - trust & ownership / commitments & expectations
- Accountability – stakeholder relationships / legal duties & responsibilities
- Decision Making – strategy & focus / identifies useful skills
- Communication - trustworthy relationships / personal relationships
- Operations – guide for efficiency & time management / effectiveness

# Performance measures

- Roles, duties & outcomes visible through the work
- Commitment to the organization and mission
- Roles respected
- Trustworthy relationships
- Dedication to efficiency, effectiveness and sustainability
- Clear and open communications
- Honesty & Fairness
- Collaboration, Partnership, Co-dependency & Relationships

# What you will see

- Job Description – Duties & Responsibilities
  - Board Relationship
  - Fiduciary
  - Plans and Services
  - Leadership and Management Supervisory
  - Member and Community Relations
- Ratings:
  - Exceeds responsibility
  - Meets responsibility
  - Below responsibility
- Comments
- Score & Comment section

# How we (individually) evaluate the Executive Director

- Board reports (clear, complete, useful)
- Committee reports and interactions (delegated work to support the organization)
- Personal interactions (clear, receptive, honest, timely)
- Outcomes of the system totally and at local level (mission focus)
- Understanding of our roles and how they are supported (job enabler)

# Timeframes 2020

- Appraisal link sent to board members: July 15
- Response period: July 16 – July 30
- Report to Executive Committee – August 2020
  - Review of results with Executive Director
- Report to the Board – September 16, 2020