

CEO Performance Appraisal
November 2017

- The Networks Northwest Board is responsible for evaluating the performance of the Chief Executive Officer.
- The Board's Executive Committee is charged with implementing this process annually.
- The agency has a formal evaluation process whereby supervisors assess the performance of their staff members; however this agency performance evaluation form does not lend itself to the CEO position.
- The process is as follows:
 - Annually in October, the NN/WDB Chair and the Chief Elected Official should initiate the evaluation process by soliciting input from all board members using the survey form attached. They may also, at their discretion, utilize the same survey with key staff members who report directly to the CEO. The survey may be facilitated electronically if desired.
 - Together they should assemble the questions & comments from board members and staff leaders.
 - In November the Executive Committee should compile all the input into one evaluation form. The CEO should receive one consolidated evaluation.
 - No later than December 31 of each year, the Executive Committee should meet with the CEO to deliver and discuss the evaluation.
 - The CEO should be encouraged to submit his/her comments about performance in advance of the evaluation process, utilizing the associated form as attached, and should also be allowed to make formal written comments after the evaluation.
 - All forms, including those reflecting input from the board members, staff and CEO, should be attached to the composite evaluation form and secured in the CEO's personnel file.

Networks Northwest
CEO Review

Dear Board Member,

Please take a few moments to give your confidential feedback on how the agency's CEO is doing with key strategic leadership, management competencies and overall agency performance.

Key performance indicators for board members to consider are items such as: official program performance reports, dashboards, etc.; audits; monitoring reports from funding sources; feedback from the public and partner organizations; expenditure status on grants; standing in statewide comparisons of similar organizations; observations of CEO during meetings and events.

If you do not feel you have enough information or agency experience to answer a particular item, please check the middle box – “Not enough information/experience”

Thank you very much for taking time to provide this confidential feedback. Names will not be attached to survey responses. The Executive Committee will compile all feedback into one summary document to review with the CEO on behalf of the Board.

1. Readiness and Evolution: The executive is effective in moving the organization from where it has been into a successful future.

Strongly disagree <input type="radio"/>	Disagree <input type="radio"/>	Not enough info/exper. <input type="radio"/>	Agree <input type="radio"/>	Strongly agree <input type="radio"/>
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COMMENTS:

2. Collaboration: The executive is effective in connecting the diverse interests of community stakeholders in a forward, strong and positive culture.

Strongly disagree <input type="radio"/>	Disagree <input type="radio"/>	Not enough info/exper. <input type="radio"/>	Agree <input type="radio"/>	Strongly agree <input type="radio"/>	
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COMMENTS:

3. Effectiveness - Results & Outcome: The executive is able to implement effective and efficient action plans, and guides the organization to high performance levels.

Strongly disagree <input type="radio"/>	Disagree <input type="radio"/>	Not enough info/exper. <input type="radio"/>	Agree <input type="radio"/>	Strongly agree <input type="radio"/>
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COMMENTS:

4. Efficiency: The executive is effective in maintaining sound financial, technical and administrative practices.

Strongly disagree <input type="radio"/>	Disagree <input type="radio"/>	Not enough info/exper. <input type="radio"/>	Agree <input type="radio"/>	Strongly agree <input type="radio"/>
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COMMENTS:

5. Human Resources: The executive is effective in bringing together, building and supporting a highly competent, responsive team.

Strongly disagree	Disagree	Not enough info/exper.	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COMMENTS:

6. Relationships: The executive is effective in dealing with the conflict and cooperation that are inherent in the nature of the organization's work, both internally and externally.

Strongly disagree	Disagree	Not enough info/exper.	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COMMENTS:

7. Vision and Innovation: The executive is effective in continuously looking for ways to apply leading practices and successful strategies, initiating new ideas and leading the organization in new directions.

Strongly disagree	Disagree	Not enough info/exper.	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

COMMENTS:

8. Flexibility: The executive is effective in adjusting and adapting to the changing climate in which the organization does business.

Strongly disagree <input type="radio"/>	Disagree <input type="radio"/>	Not enough info/exper. <input type="radio"/>	Agree <input type="radio"/>	Strongly agree <input type="radio"/>
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COMMENTS:

9. Communication: The executive is effective in conveying information, direction, motivation and vision.

Strongly disagree <input type="radio"/>	Disagree <input type="radio"/>	Not enough info/exper. <input type="radio"/>	Agree <input type="radio"/>	Strongly agree <input type="radio"/>
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COMMENTS:

10. Responsiveness: The executive is effective in listening, and incorporating feedback and community needs into the organization's work.

Strongly disagree <input type="radio"/>	Disagree <input type="radio"/>	Not enough info/exper. <input type="radio"/>	Agree <input type="radio"/>	Strongly agree <input type="radio"/>
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COMMENTS:

11. What is working well within this organization? What are the strengths that the CEO brings to the organization?

12. What could be working better with this organization? What are the opportunities for improvement on the part of the CEO?

Networks Northwest CEO Self-Assessment

1. What are the aspects of individual and organizational performance that went well this year?
2. What are the opportunities for improvement?
3. What are some of the goals that should be accomplished in the coming year?