

Goals of the SETFHT Executive Director Performance Review:

1. Ensure that the ED's activities reflect SETFHT's mission and strategic plan
2. Ensure that the ED has effectively implemented the policies of the board
3. Assess the ability of the ED to foster coordination and teamwork within the organization
4. Provide a basis for future ED performance expectations
5. Create a formal mechanism for feedback to the ED regarding performance
6. Create a supportive environment in which the ED can pursue professional development opportunities to address performance expectations and more effectively conduct her role

1. Board's relationship with the Executive Director

	Strongly Disagree	Disagree	Maybe or Not Sure	Agree	Strongly Agree
There is a clear understanding of where the Board's role ends and the Executive Director's begins.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is good two-way communication between the Board and the Executive Director.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board trusts the judgement of the Executive Director.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board has developed formal criteria and a process for evaluating the Executive Director.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board provides feedback and shows its appreciation to the Executive Director on a regular basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board ensures that the Executive Director is able to take advantage of professional development opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Leadership and managerial capabilities including accountability structures

[illegible]

3. External Influencer

[illegible]

4. Vision

[illegible]

5. Internal influencer (interprofessional skills)

	Excellent	Good	Satisfactory	Needs Improvement	Unacceptable	No basis for judgment
Effectively builds the commitment of those within the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicates effectively with the Board and the members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Able to build consensus between groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Receptive, non-judgmental and able to hear and understand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Empowers others to perform to their best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Displays sensitivity, integrity and sound judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open to constructive suggestions and willing to attempt new approaches	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Models initiative, persistence and responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. When you think about what we are trying to accomplish with SETFHT, where do you think the Executive Director should focus her attention in the next year?

7. In what two areas can the Board provide better support to the Executive Director?

8. What have been the three most significant achievements of the Executive Director in the last year?

9. Any other comments and feedback?