

FY2009/10 Department Head Performance Evaluations Update

Organization and Personnel Committee
Item 7c
August 16, 2010

Department Head Performance Assessment Update

PHASE 1 – Department Head Narrative Summary

**ASSESSMENT
CRITERIA
SHARED**

**DEPARTMENT
HEADS
COMPLETE
NARRATIVE
SUMMARIES
FOR BOARD**

**NARRATIVE
SUMMARIES**

**9 QUESTIONS ON
KEY
ACCOMPLISHMENTS**

PERFORMANCE RATINGS:

- Strategic Leadership
- Operational Leadership
- Personal and Team Leadership
- Board Relationships

July 16

July 17 – July 30

PHASE 2 – Board Member Evaluations

**NARRATIVES
AND WEB-
LINK TO
BOARD**

**COMPLETED
EVALUATIONS
DUE SEPT 7**

**FEEDBACK
SUMMARIZED
BY OUTSIDE
FIRM**

**RESULT SUMMARIES TO
CHAIRMAN, EXECUTIVE
COMMITTEE AND BOARD**

August 10 - Sept 7

Sept 8 - 12

Week of September 13

PHASE 3 – Final Performance Rating and Feedback

**EXECUTIVE COMMITTEE
REVIEW**

**WITH BOARD / COMMITTEE
INPUTS**

**PERFORMANCE /
DEVELOPMENT FEEDBACK TO
DIRECT REPORTS
BY CHAIRMAN AND EXECUTIVE
COMMITTEE**

**FY 2009-10
EVALUATION
PROCESS
COMPLETE**

Week of September 20

September 28

September 30

Going Forward: 2010/2011 Assessments

- Define performance expectations for FY2010/11
 - Incorporate Board feedback for 2010/11 Department Head goals
 - Finalize by September 30
- Define Department Head evaluation process for FY2010/11 performance cycle
 - Set goals and performance expectations in September and earlier in next cycle
 - Enhance approach for incorporating Board expectations into performance planning
 - Incorporate mid-year performance feedback

End of Presentation