

EXAMPLE

Executive Director Evaluation

This evaluation has two parts:

Part One is based on goals that were agreed on in the beginning of the fiscal year.

Part Two is an opportunity to discuss other achievements, obstacle, and development.

Board members and the ED are asked to respond to the following:

PART ONE - Performance on Goals:

Goal 1 – Franciscan Culture

- a) Creating a strong Franciscan culture evidenced by organization-wide collaborative decision-making, subsidiarity, peacemaking, dignity of the individual, consulting our origins and history for strategic decision-making.
- b) HR practices reflect our values – including just wages, selection process and evaluations.

Goal 2 – Mission

- a) Our Franciscan mission is evidenced in our Programs, Plant, website, and care for creation.
- b) Completion of Mission Integration Plan
- c) Mission Integration Assessment

Goal 3 – Leadership

- a) Demonstrated the following leadership qualities:
 - a. Strategic thinking
 - b. Adaptability
 - c. Strong Communication

Goal 4 - Operations

- a) Implemented strategic plan objectives.
- b) Completed capital improvements.

Goal 5 – Finance

- a) Managed to the approved operating and capital budget.

PART TWO:

What other accomplishments or challenges stood out? What are you most proud of? What professional and spiritual development opportunities did you engage in? How can the board better support you?