

Board Evaluation Survey

Instructions: Please give your honest opinion of how your Board of Directors is currently operating by rating its characteristics on the 5-point scale below.

Circle the appropriate number after each statement to represent your perception.

Please respond to all statements. Individuals' responses will be kept confidential. The group's responses, taken together, will help determine what training, if any, might be useful.

Please check one: I am a staff member
 I am a board member
 I represent the community

	Exceeds Expectations		Meets Expectations		Needs Improvement
Attends board meetings regularly					
Participates in board meetings					
Puts sufficient effort into making decisions					
Listens to all sides before making a decision					
Is active in committee work					
Attends work sessions and training sessions					
Is able to make unpopular decisions when necessary					
Supports majority decisions					
Willing to make changes in the organization					
Works cooperatively with the Manager/CEO					
Attends organization events					
Appropriately asks questions and expresses opinions to: Other board members The manager/CEO The staff The public					

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1. the mission is up to date and reflects the organization's purpose					
2. The board membership is sufficiently diverse (not too narrowly focused on a small group)					
3. The organization is well known and well respected in the community					
4. the community is familiar with the organization and its activities					
5. The financial needs of the organization are clearly and simply outlined					
6. board members are active and assume general oversight of the affairs of the organization and do not micromanage					
7. the board allows staff to carry out the day to day operations of the organization					
8. the board allows the manager to handle staff/ personnel issues					
9. board members know what is expected of them					
10. The board assumes proper oversight of the budget					
11. the board is engaged in and executes the results of organizational planning					

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	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
12. there is an effective committee structure in place that supports the strategic direction of the organization					
13. there are clearly documented personnel policies that reflect a sense of fairness leading to good morale					
14. the roles of the board and staff are clearly defined					
15. There is a regular procedure for staff evaluation that is effective					
16. The financial records are kept accurately and statements produced frequently and promptly					
17. There are controls in place that meet generally accepted accounting standards					
18. There is an outside review of the books/audit					
19. Revenue and expense projections and reports are analyzed for each activity and program					
20. board members carry out their fundraising responsibilities					
21. There are systems for analyzing and controlling costs					
22. The organization's programs meet the needs of the community					
23. The organization provides the best programs, services and activities					
24. the organization offers unique advantages to those who utilize its programs and services, and is well regarded with respect to its competition					
25. there are well defined goals, objectives and strategies for the next year					
26. There is an effective planning process					
27. the planning process takes financial realities into account					
28. The board, staff, and the community are appropriately involved in the planning process					
29. the organization in general and its specific activities in particular are regularly evaluated					
30. The results of evaluation are used in long range planning					
31. The goals of our board are clear					
32. The board has a well established approach to solving problems.					
33. Board members usually work together as a team.					
34. I understand what is expected of me as a board member.					
35. We carefully identify and define a problem before seeking solutions.					
36. When I disagree with a proposed course of action I do NOT feel pressured to accept the majority viewpoint.					
37. Board members recognize particular strengths and potential contributions of each member.					
38. Board members give each other constructive feedback on how their behavior is affecting others.					
39. Our board has developed ground rules on how the board will function and how members behave.					
40. We use brainstorming to develop as many potential solutions as we can before selecting a final solution.					
41. We treat differences of opinion as a strength, knowing that better decisions will result from sharing different viewpoints.					

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	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
42. Our board oversees implementation plans and determines appropriate criteria for evaluating the success of plans.					
43. The board uses effective techniques for achieving quick agreement on issues that are not important enough to require extended discussion.					
44. Board members deal with conflict openly and honestly in an effort to resolve it.					
45. Board members understand the difference between governing and managing.					
46. Board committees develop and follow a clearly defined work plan.					