

2020 LCMHCD Executive Director Performance Review

RATING SCALE

5	Highly Effective	Significantly exceeds standards and expectations. Demonstrates high levels of productivity, efficiency, and effectiveness. Basic objectives are surpassed.
4	Very Effective	Consistently meets and usually exceeds standards and expectations. Demonstrates productivity, efficiency, and effectiveness. Basic objectives are surpassed.
3	Effective	Meets standards and expectations. Demonstrates high levels of productivity, efficiency, and effectiveness. Basic objectives are met.
2	Needs Improvement	Typically meets standards and expectations. Demonstrates high levels of productivity and effectiveness. Basic objectives are sometimes not met.
1	Not Effective	Fails to meet expectations. The individual requires development in specific areas in order to meet reasonable expectations for the performance dimension.

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LEADERSHIP

	5	4	3	2	1
1. Provides organizational oversight to ensure accountability and productivity across the organization.					
2. Develops and implements organizational plans that helps the organization maintain industry leadership into the future.					
3. Anticipates problems and prepares effective solutions.					
4. Develops leaders at multiple levels of the organization to ensure a succession plan for key positions.					
5. Ensures Districts representation and contribution at state and national industry events.					
TOTAL					

Rater Comments:

COMMUNICATION

	5	4	3	2	1
6. Provides concise and timely updates to the Board of Commissioners related to policies, projects, and items of importance.					
7. Maintains effective communication with organization members regarding changes that impact operations.					
8. Provides for effective communication to the public ensuring timely notifications regarding items of public interest or concern.					
TOTAL					

Rater Comments:

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FISCAL MANAGEMENT & OVERSIGHT

	5	4	3	2	1
9. Implements management practices and policies to maintain or achieve a sound long-term financial condition.					
10. Reviews organizational spending to ensure no fraud, waste, or abuse.					
11. Develops and plans for short and long range capital projects to ensure adequate funding.					
12. Accurately and precisely reports and projects organizations' financial conditions.					
TOTAL					

Rater Comments:

RESOURCE MANAGEMENT

	5	4	3	2	1
13. Makes appropriate use of employee resources to accomplish organizational objectives.					
14. Ensures professional development opportunities for organization members.					
15. Sets organization goals and objectives to facilitate staff involvement in organization success.					
16. Ensures adequate resources are available for successful operations.					
TOTAL					

Rater Comments:

2020 LCMHCD Executive Director Performance Review

ETHICS

	5	4	3	2	1
17. Sets and adheres to high ethical standards.					
18. Adheres to the organization's policies.					
19. Ensures policies are applied consistently across the organizations.					
20. Ensures business is conducted in an ethical, legal, and professional manner.					
TOTAL					

Rater Comments:

EXECUTIVE DIRECTOR'S OBJECTIVES

1. To be identified					
2.					
3.					
TOTAL					