



Name: (optional)

For the period from: _____ to _____

Please answer each question. The responses will be consolidated and presented in a summary report for discussion by the Board and Chief Executive Officer (CEO). Board members should complete Sections A, B, C, D, and E individually. The CEO should complete Sections A, B, C, and E.

Circle the rating that **best** reflects the degree to which you disagree or agree with each statement. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Not Sure or Maybe (3); Agree (4); and Strongly Agree (5).

Section A: How Well Has the Board Done its Job?						
Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
1. Our organization has a multi-year strategic plan or a set of clear long-range goals and priorities.	1	2	3	4	5	25
2. The Board's meeting agenda clearly reflects our strategic plan or priorities.	1	2	3	4	5	24
3. The Board has a current annual Board work plan.	1	2	3	4	5	25
4. The Board has ensured that the organization also has an annual operational plan.	1	2	3	4	5	22

Section A: How Well Has the Board Done its Job?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
5. The Board gives direction to staff on how to achieve the organization's mandate and strategic goals primarily by setting or referring to policies.	1	2	3	4	5	21
6. The Board assesses the Management Agreement performance indicators.	1	2	3	4	5	23
7. The Board ensures that the organization's accomplishments and challenges are communicated to members and stakeholders and that they receive reports on the use of human and financial resources.	1	2	3	4	5	22
8. The Board has reviewed and approved an organizational risk management plan.	1	2	3	4	5	22
9. I am confident that the organization would effectively manage any organizational crisis that could be reasonably anticipated.	1	2	3	4	5	24
10. The Board has developed and/or reviewed and approved policies.	1	2	3	4	5	25
11. The Board conducts regular self-assessments on its progress, Board work plan updates, and an annual Board self-assessment.	1	2	3	4	5	21

Section A: How Well Has the Board Done its Job?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
My Overall Rating	Total = <div style="display: flex; justify-content: space-around; width: 100%;"> 15 44 195 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> Total: 254 Average: 50.8 </div>					<input type="checkbox"/> Excellent (51-55) <input type="checkbox"/> Very Good (42-50) <input type="checkbox"/> Good (33-41) <input type="checkbox"/> Satisfactory (23-32) <input type="checkbox"/> Poor (11–22)

Section B: Does the Board have Enablers of Board Effectiveness and Success² in place?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
1. The Board composition is appropriate – members have skill sets and/or expertise to cover off areas of responsibilities, e.g., lived experience, human resources, finance, legal, social/health services.	1	2	3	4	5	21
2. The Board size is appropriate – there is coverage of duties amongst roles, cohesiveness amongst members and manageable workloads.	1	2	3	4	5	22
3. There are clearly defined roles and expectations for Officers, i.e., Chair, Vice-Chair.	1	2	3	4	5	22
4. There is an up-to-date Board Governance Manual.	1	2	3	4	5	24

Section B: Does the Board have Enablers of Board Effectiveness and Success² in place?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
5. All new Board members receive clear orientation on their role, responsibilities, and expectations, including a review of fiduciary duties.	1	2	3	4	5	22
6. The Board has effective renewal processes in place for identifying, cultivating, and integrating new Directors.	1	2	3	4	5	19
7. Board meetings run well, e.g., start on time, give members a chance to engage on issues, and ensure all voices are heard.	1	2	3	4	5	18
8. The role and expectations of the CEO in supporting the Board are clearly defined.	1	2	3	4	5	23
9. Board interactions are productive and generally enjoyable with a good mixture of business and development activities.	1	2	3	4	5	24
My Overall Rating	Total = 3 92 105					<input type="checkbox"/> Excellent (41-45) <input type="checkbox"/> Very Good (34-40) <input type="checkbox"/> Good (26-33) <input type="checkbox"/> Satisfactory (18-25) <input type="checkbox"/> Poor (9-17)
	Total: 200 Average: 40					



Section C: How Well Has the Board Conducted Itself?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
1. Board members are aware of what is expected of them.	1	2	3	4	5	22
2. The agenda of Board meetings is well planned so that we can get through all necessary Board business.	1	2	3	4	5	24
3. We receive written reports to the Board in advance of our meetings.	1	2	3	4	5	23
4. It seems like most Board members come to meetings prepared.	1	2	3	4	5	23
5. All Board members participate in important Board discussions.	1	2	3	4	5	22
6. We do a good job of encouraging and dealing with different points of view.	1	2	3	4	5	22
7. We all support the decisions we make.	1	2	3	4	5	24
8. Board members demonstrate commitment to the organization's mission and values and are able to distinguish and set aside personal interests when there are different from the mission, goals, and interests of the organization.	1	2	3	4	5	23

Section C: How Well Has the Board Conducted Itself?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
9. Board members conduct themselves in accordance with key elements of the governance structure, e.g., bylaws, code of conduct, conflict of interest, etc.	1	2	3	4	5	24
10. Board members demonstrate a clear understanding of the organization's strategic focus when making decisions and use sound processes in such decision-making.	1	2	3	4	5	23
11. The Board has planned and led the orientation process for new Board members.	1	2	3	4	5	19
12. The Board has a plan for Director education and further Board development.	1	2	3	4	5	23
13. Our Board meetings are always interesting.	1	2	3	4	5	21
14. The Board identifies the issues and challenges for focus over the next year and develops a plan to deal with them.	<input type="checkbox"/> Completed <input type="checkbox"/> Making Progress <input type="checkbox"/> Needs Attention <input type="checkbox"/> Not Sure					
My Overall Rating	Total = <div style="display: flex; justify-content: space-around; width: 100%;"> 15 88 190 </div> <div style="display: flex; justify-content: space-around; width: 100%;"> Total: 293 Average: 58.60 </div>					<input type="checkbox"/> Excellent (65-70) <input type="checkbox"/> Very Good (55-65) <input type="checkbox"/> Good (43-54) <input type="checkbox"/> Satisfactory (29-42) <input type="checkbox"/> Poor (14-28)

Section D: Have you rated the Performance of Individual Board Members?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
1. I am aware of what is expected of me as a Board member.	1	2	3	4	5	23
2. I have a good record of meeting attendance.	1	2	3	4	5	24
3. I read the minutes, reports, and other materials in advance of our Board meetings.	1	2	3	4	5	23
4. I am familiar with what is in the organization's by-laws and governing policies.	1	2	3	4	5	22
5. I follow through on things I said I would do.	1	2	3	4	5	22
6. I maintain the confidentiality of all Board decisions.	1	2	3	4	5	25
7. When I have a different opinion than the majority, I raise it.	1	2	3	4	5	23
8. I support Board decisions once they are made even if I do not agree with them.	1	2	3	4	5	24
9. I promote the work of our organization in the community whenever I have a chance to do so.	1	2	3	4	5	22

Section D: Have you rated the Performance of Individual Board Members?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
10. I stay informed about issues relevant to our mission and bring information to the attention of the Board.	1	2	3	4	5	22
11. I am self-aware and recognize how my power and privilege may impact my colleagues on the Board and others in the organization.	1	2	3	4	5	20
12. I feel that I make valuable contributions in my role as a Board member.	1	2	3	4	5	20
13. I am familiar with the organization's programs and services.	1	2	3	4	5	23
14. I enjoy my role and foresee completing my term.	Yes <input type="checkbox"/> No <input type="checkbox"/>					
15. Reflecting on my time as a director, one or two Board achievements, decisions, and/or successes for which I feel special satisfaction and/or pride are:	Comments:					
My Overall Rating	Total = 18 80 195 Total: 293 Average: 58.60					<input type="checkbox"/> Excellent (65-75) <input type="checkbox"/> Very Good (55-65) <input type="checkbox"/> Good (45-55) <input type="checkbox"/> Satisfactory (30-45) <input type="checkbox"/> Poor (15-30)



Section E: Does your Board measure the Board's Relationship with the CEO³?

Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
1. There is a clear understanding of where the Board's role ends, and the CEO's role begins.	1	2	3	4	5	22
2. There is good two-way communication between the Board and the CEO.	1	2	3	4	5	25
3. The Board has discussed and communicated the kinds of information and level of detail it requires from the CEO on what is happening in the organization.	1	2	3	4	5	24
4. The Board delegate provides the CEO with regular supervision and support.	1	2	3	4	5	22
5. The Board has a process for evaluating the CEO's job performance and communicating concerns (Contract)	1	2	3	4	5	23
6. The Board, has contributed to a formal evaluation of the CEO's job performance within the past 12 to 24 months.	1	2	3	4	5	22
7. The Board provides feedback and shows its appreciation to the CEO on a regular basis.	1	2	3	4	5	22
8. The Board ensures that the CEO can take advantage of professional development opportunities.	1	2	3	4	5	17

My Overall Rating	Total =	2	6	64	105	<input type="checkbox"/> Excellent (40 -45) <input type="checkbox"/> Very Good (32-39) <input type="checkbox"/> Good (23 – 31) <input type="checkbox"/> Satisfactory (15 – 22) <input type="checkbox"/> Poor (8-14)
		Total: 177	Average: 35.40			

Section E on the Board’s relationship with the CEO is not intended as an evaluation of the CEO but rather an evaluation of the Management Contract and the relationship with the CEO as judged by both the Board and the CEO. The statements here focus on matters that the Board can change regarding its performance.

It is important to note that the entire Board does not supervise the CEO. This task falls to the Chair of the Board.

Section F: Does your Board provide Feedback to the Chair of the Board (Optional)?						
Statements	Rating					Comments
	Strongly Disagree	Disagree	Not Sure/ Maybe	Agree	Strongly Agree	
1. The Board has a formal Board Chair job description and has discussed the role and responsibilities.	1	2	3	4	5	12
2. The Chair is well prepared for Board meetings.	1	2	3	4	5	20
3. The Chair helps the Board to stick to the agenda.	1	2	3	4	5	19
4. The Chair ensures that every Board member has an opportunity to be heard.	1	2	3	4	5	19
5. The Chair is skilled at managing different points of view.	1	2	3	4	5	19

6. In alignment with the organizational and governance policies, procedures, and codes of conduct, the Chair knows how to be direct with an individual Board member when that Board member's behavior needs to shift or change.	1	2	3	4	5	16
7. The Chair helps the Board to work well together.	1	2	3	4	5	19
8. I feel I can go to the Chair when I have a concern.	1	2	3	4	5	20
9. The Chair demonstrates good listening skills.	1	2	3	4	5	19
10. The Board supports the Chair.	1	2	3	4	5	20
11. The Chair is effective in delegating responsibility amongst Board members, e.g., assigning tasks with timelines.	1	2	3	4	5	19
12. The Chair's strongest skill is....	Comments:					
My Overall Rating	Total =					<input type="checkbox"/> Excellent (55-60) <input checked="" type="checkbox"/> Very Good (46-54) <input type="checkbox"/> Good (35-45) <input type="checkbox"/> Satisfactory (23 - 34) <input type="checkbox"/> Poor (12-22)
	6 36 165 Total: 207 Average: 51.75					