**Executive Director Evaluation Survey for Board Members**

**Calendar Year [DATE]**

Please evaluate the Executive Director based on the following criteria for each of the categories below. Please provide your additional written comments and feedback for each category of the evaluation.

Use the following scale for your evaluations:

5 exceeds expectations

3 meets expectations

1 needs improvement

**Administration:**

Management of agency including staff, budget, physical facility, human resources, financial resources

Quality 1 2 3 4 5

Flexibility 1 2 3 4 5

Judgment 1 2 3 4 5

Initiative 1 2 3 4 5

Interpersonal skills 1 2 3 4 5

Specific comments and feedback:

**Program:**

Over site of programs, projects, establishment of policies and procedures, communication with member programs, communication with grant partners, other coalitions, national partners; raising funds for both KCSDV member programs and for KCSDV from community, state and national sources, writing grant applications, monitoring funding agencies and agency guidelines with respect to program funding

Quality 1 2 3 4 5

Flexibility 1 2 3 4 5

Judgment 1 2 3 4 5

Initiative 1 2 3 4 5

Interpersonal skills 1 2 3 4 5

Specific comments and feedback:

**Knowledge**:

Provides organizational leadership based on feminist and inclusive principles; has a grasp on prevailing and best practice information regarding sexual and domestic violence; ability to maintain confidentiality and build trust

Quality 1 2 3 4 5

Flexibility 1 2 3 4 5

Judgment 1 2 3 4 5

Initiative 1 2 3 4 5

Interpersonal skills 1 2 3 4 5

Specific comments and feedback:

**Media, Community and Legislative relations:**

Communication and relationship building with media contacts, other community leaders across the state, and key legislators and staff; serves as liaison with state and national organizations

Quality 1 2 3 4 5

Flexibility 1 2 3 4 5

Judgment 1 2 3 4 5

Initiative 1 2 3 4 5

Interpersonal skills 1 2 3 4 5

Specific comments and feedback:

**Board management and relations:**

Provides sufficient information to board in an appropriate and timely way, manages board and committee meetings, provides guidance to the board for decision-making

Quality 1 2 3 4 5

Flexibility 1 2 3 4 5

Judgment 1 2 3 4 5

Initiative 1 2 3 4 5

Interpersonal skills 1 2 3 4 5

Specific comments and feedback:

Do you have any additional overall observations, comments or recommendations about the Executive Director’s performance over the past year?