

1. RELATIONSHIP WITH THE BOARD

1. Keeps the Board well informed about current provincial care issues.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

2. Keeps the Board well informed about current issues.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

3. Provides the Board and Board Committees with agenda's, appropriate support information, and clear recommendations, so as to enable the Board to make sound decisions.

- Sometimes/Partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

4. Supports Board policy and actions with the public and staff

- Sometimes/Partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

5. Takes direction from the Board and readily accepts constructive criticisms of their work.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

6. Understands and fulfills their role in the information and administration of Board policy.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

7. Feels free to discuss and debate matters under discussion by the Board, and support the Board's final decision.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

8. Has a harmonious working relationship with the Board

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

2. MANAGEMENT AND ORGANIZATION

9. Establishes an organizational structure staffed by appropriately qualified people to meet CCN goals and reviews/modifies this as appropriate on an ongoing basis.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

10. Delineates the general direction and annual objectives of the organization clearly to all concerned.

- Sometimes/partially exceeds expectations
- Fully meets expectations
- Exceeds expectations

Comments

11. Provides appropriate leadership in the definition of the organization clearly to all concerned.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

12. Maintains an organization, which encourages creative and innovative approaches to problem-solving.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

13. Encourages continuing development of the Board and all staff.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

14. Demonstrates the ability to initiate and manage change.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

3. BUSINESS & FINANCE

15. Keeps informed on needs of organization programs, equipment and staff.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

16. Ensures that organizations needs are incorporated into annual operating plans and presented for approval to the Board.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

17. Ensures that Community Care Northumberland is fiscally well managed in terms of controls, procedures and outcomes.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

18. Ensures that the Board receives sufficient financial information regularly to be well informed of the organizations financial position.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

4. LEADERSHIP

19. Understands and keeps informed on evolving health care and community support issues.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

20. Supports and guides the Board in establishing a reputation for CCN as a leader in service delivery, both locally and provincially.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

21. Is respected and well-regarded in the health care community, both locally and provincially.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

5. COMMUNITY RELATIONS

22. Develops and maintains positive relationships with the media.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

23. Fosters a sense of approachability, openness and accountability in the community.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

24. Invites and ensures consideration of problems and opinions of all groups and individuals.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

25. Participates in community based activities and encourages the same amongst their staff.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

26. Works effectively with private and public agencies.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

27. Is an effective spokesperson and representative of the organization.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectation

Comments

6. MISSION EFFECTIVENESS

28. Ensures mission & vision effectiveness through the delineation of formal policies and procedures as well as by personal example.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

29. Fosters an organizational climate that reflects CCN core values.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

30. Fosters the development of policies and procedures that provide ethical education and guidance to staff.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

7. PERSONAL QUALITIES

31. Maintains high standards of ethics, honesty and integrity in personal and professional matters.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

32. Earns respect and standing among professional colleagues.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

33. Devotes time and energy effectively to the job.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

34. Demonstrates ability to work well with individuals and groups at all levels in the organization.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

35. Communicates effectively in dealing with staff, the Board and the public.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

36. Writes clearly and concisely.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

37. Speaks well in front of large and small groups, expressing ideas in a logical and forthright manner.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

38. Thinks well when faced with an unexpected or disturbing turn of events.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments

39. Works at their own ongoing professional development and encourages their staff to do the same.

- Sometimes/partially meets expectations
- Fully meets expectations
- Exceeds expectations

Comments