

CEO Evaluation

1. RELATIONSHIP WITH THE BOARD

1. Please fill in your name below.

First name

Last name

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

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

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
- Unsure

Comments

4. 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
- Unsure

Comments

2. MANAGEMENT AND ORGANIZATION

5. 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
- Unsure

Comments

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

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

Comments

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

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

Comments

8. Demonstrates the ability to initiate and manage change.

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

Comments

CEO Evaluation

3. BUSINESS & FINANCE

9. 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
- Unsure

Comments

10. Ensures that Community Care Northumberland is fiscally well managed in terms of controls, procedures and outcomes and ensures that the Board receives sufficient financial information.

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

Comments

CEO Evaluation

4. LEADERSHIP

11. 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
- Unsure

Comments

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

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

Comments

CEO Evaluation

5. COMMUNITY RELATIONS

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

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

Comments

14. Invites and ensures consideration of problems and opinions of all groups and individuals. and participates in community based activities and encourages the same amongst staff.

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

Comments

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

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

Comments

CEO Evaluation

6. MISSION EFFECTIVENESS

16. Fosters an organizational climate that reflects CCN core mission, vision and values.

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

Comments

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

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

Comments

CEO Evaluation

7. PERSONAL QUALITIES

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

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

Comments

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

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

Comments

20. 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
- Unsure

Comments

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

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

Comments

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

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

Comments

23. Would you like to discuss this survey further with the Board Chair.