

EL DORADO COUNTY BOARD OF SUPERVISORS

GOVERNANCE SELF EVALUATION

One of the most important characteristics of effective governance is the extent to which governing boards conduct regular self-assessments of their own effectiveness. Often, the best judge of what works in governance and what needs improvement are the members of the governance team themselves. Board continuing education and self-assessment is important for a number of reasons, not the least of which is identifying problems before they become serious governance issues. Equally important is the opportunity to identify areas which are working well. Effective governance is often built upon strengths and areas of high performance, one of which is the ability of the board to identify and remedy potential governance problems.

Directions: It is important from time to time to review the governance team’s protocols to determine their effectiveness and the extent to which they continue to address the needs of the governance team. For each item below, record an overall rating number with 1 representing least effective (poor) and 5 most effective (excellent).

1	POOR	Inconsistent and/or low quality practice of the majority of the Board or the Board as a whole.
2	FAIR	Practice somewhat exhibited by some members of the Board or the Board as a whole.
3	GOOD	Practice often exhibited by some members of the Board or the Board as a whole.
4	VERY GOOD	Consistent practice of the majority of the Board or the Board as a whole.
5	EXCELLENT	Consistent and high quality practice of the Board as a whole.

Section I: The Board

#	The Board	1 (Poor) — 5 (Excellent)				
		1	2	3	4	5
1.	The Board is committed to a common vision.					
2.	The Board governs as a team, strategically focused and mission driven.					
3.	The Board governs in a dignified and professional manner, treating everyone with civility and respect.					
4.	The Board governs in an accessible manner, committed to openness and transparency.					
5.	The Board governs in a collaborative manner with the community, staff and within the Board.					
6.	Board meetings are organized and conducted in accordance with agreed upon procedures and reflect Strategic Plan priorities.					
7.	The agenda and background information is made available to the Board					

#	The Board	1 (Poor) — 5 (Excellent)				
		1	2	3	4	5
	in a timely manner according to approved processes.					
8.	The Board meeting agenda and board packet contains sufficient information and clarity of the executive recommendations on which to base board decisions.					
9.	There a good relationship between how long the Board spends on an agenda item and the importance of the item.					
10.	Supervisors views expressed in Board meetings are received respectfully and with consideration.					
11.	Supervisors have sufficient opportunity to participate in Board discussion during meetings so that proposals can be carefully and thoroughly considered.					
12.	Supervisors are accountable to each other for the highest standards of Board performance and effectiveness.					
13.	The Board is committed to continuous learning and improvement and conducts periodic evaluations to monitor its own performance.					

Comments:

Section II: Supervisors

#	Supervisors	1 (Poor) — 5 (Excellent)				
		1	2	3	4	5
14.	Supervisors come to meetings on time, familiar with agenda materials and prepared to fully participate in the entire meeting.					
15.	Supervisors communicate with the County Administrator and staff in a climate of trust and mutual respect, avoiding public criticism and demonstrating respect for staff as accomplished professionals in County management and administrative leadership.					
16.	Supervisors understand and support the division of function between the chair, Board members, the County Administrator and staff and avoid dealing with matters related to the day-to-day operations of the County.					

#	Supervisors	1 (Poor) — 5 (Excellent)				
		1	2	3	4	5
17.	Supervisors understand they have no authority as individuals to direct staff. Direction to staff can only come from formal action of the board.					
18.	In requesting studies and reports, Supervisors consider County staff time and other costs required to fulfill the request, as well as alignment with the Strategic Plan.					
19.	Supervisors avoid voting cliques and do not allow personal conflict or personal matters to affect their actions, but reach decisions based solely on the merits of the issue.					
20.	Individual Supervisors refrain from making commitments on behalf of the entire board without approval from the board.					
21.	Supervisors demonstrate a personal responsibility for keeping the meeting moving forward, ensuring a good relationship between how long the Board spends on an agenda item and the importance of the item.					
22.	Individual supervisors disclose all of their conflicts of interest, and any concerns regarding other real or potential conflicts of interest are expressed discreetly.					
23.	Supervisors keep confidential information confidential.					
24.	Supervisors support majority decisions of the Board even when individual views may differ.					
25.	Community members are provided equal opportunity for input according to Board procedures and processes and are received with dignity and respect.					
26.	Board members do not engage in dialogue or debate with community speakers.					
27.	Supervisors who have received a complaint follow the protocol as outlined in the El Dorado County BOS Governance Manual.					
28.	Advisory committees function effectively. Supervisors are aware of the work of advisory committees and receive reports on a semi annual basis.					

Comments:

SECTION III: Strengths and Areas to Improve

A. What do you think are the biggest issues or challenges the Board must deal with in the short run (two years or less)?

B. What do you think are the combined strengths of the present El Dorado County Board of Supervisors?

C. What are the two to three improvements you would suggest for strengthening the governance effectiveness of the Board of Supervisors?