



LANE TRANSIT DISTRICT BOARD OF DIRECTORS WORK SESSION

Wednesday, August 16, 2023
5:30 – 6:30 p.m.

IN-PERSON & VIRTUAL MEETING

LTD Board Room
3500 E. 17th Avenue, Eugene
(Directions below)

Zoom: Link to watch live provided on the web calendar at www.LTD.org.

Broadcasting: Watch live on channel 21 or via link: <https://metrotv.omninet.org/>

AGENDA

	<u>ITEM</u>	<u>Time</u>	<u>Page</u>
I.	CALL TO ORDER	5:30 p.m.	
II.	ROLL CALL <input type="checkbox"/> Gino Grimaldi (President) <input type="checkbox"/> Susan Cox (Vice President) <input type="checkbox"/> Pete Knox (Secretary) <input type="checkbox"/> Kelly Sutherland <input type="checkbox"/> Lawrence Green (Treasurer) <input type="checkbox"/> Michelle Webber <input type="checkbox"/> Heather Murphy		
III.	COMMENTS FROM BOARD PRESIDENT <i>This agenda item provides an opportunity for the Board president to formally communicate with the Board on any current topics or items that may need consideration.</i>		
IV.	COMMENTS FROM THE GENERAL MANAGER <i>This agenda item provides an opportunity for the general manager to formally communicate with the Board on any current topics or items that may need consideration.</i>		
V.	ANNOUNCEMENTS AND ADDITIONS TO AGENDA <i>This agenda item provides a formal opportunity for the Board president to announce additions to the agenda, and also for Board members to make announcements.</i>		
VI.	AUDIENCE PARTICIPATION <i><u>Public Comment Note:</u> The Board sets aside time at the beginning of the meeting for members of the public to provide public comment. We appreciate hearing from the public and encourage use of this opportunity. Comments are directed to the Board. If a Board member has a clarifying question, it will be directed to staff when the person testifying has completed his/her comments. Public testimony is limited to three (3) minutes per community member. Testimony may be provided via e-mail at clerk@ltd.org.</i>	5:35 p.m.	
A.	EMPLOYEE ENGAGEMENT SURVEY RESULTS: <i>Materials Included</i> [Michelle Peterson, Human Resources Manager] Action Needed: Information and Discussion	5:45 p.m.	3
B.	GENERAL MANAGER EVALUTATION PROCESS: <i>Materials Included</i> [Mark Knudtson/SDAO] Action Needed: Information and Discussion	6:05 p.m.	9
VII.	ADJOURNMENT	6:25p.m.	

The facility used for this meeting is wheelchair accessible. To request a reasonable accommodation or interpreter, including alternative formats of printed materials, please contact LTD's Administration office no later than 48 hours prior to the meeting at 541-682-5555 (voice) or 7-1-1 (TTY through Oregon Relay).

Time

Page

LTD Administrative Office: The office is located at 3500 East 17th Avenue (off Glenwood Blvd. in Glenwood). Click [here](#) for a map.

Bus:

From Eugene Station: Take the EmX bus from the LTD Downtown Station and get off at the outbound Glenwood EmX stop (in front of Planned Parenthood). From there walk west to the corner of Franklin Blvd. and Glenwood Blvd. and turn left. Continue walking south on Glenwood Blvd to 17th Avenue and turn left. The building entrance faces 17th Avenue.

From Springfield Station: Take the EmX bus from the Springfield Station and get off at the outbound Glenwood EmX stop (across Franklin Blvd. from Lane Forest Products). From there walk east to the crosswalk to cross Franklin Blvd., proceed south on Glenwood Blvd. Continue walking south on Glenwood Blvd to 17th Avenue and turn left. The building entrance faces 17th Avenue.

Bicycles: There are covered bicycle racks located by the front entrance.

Parking: Parking is available for free in the parking lot at the front of the building on 17th Avenue.



AGENDA ITEM SUMMARY

DATE OF MEETING: August 16, 2023
ITEM TITLE: EMPLOYMENT ENGAGEMENT SURVEY
PRESENTER: Michelle Peterson, Interim Director of Human Resources
CHIEF OFFICER: Jameson Auten, General Manager/Chief Executive Officer
ACTION REQUESTED: Information and Discussion

PURPOSE: To provide the results of the 2023 Employee Engagement Survey for review and discussion.

DESCRIPTION: Employee engagement is included as one of the strategic areas of focus in the Districts Strategic Business Plan. Staff will review and discuss the results of this years survey with the Board.

SUPPORTING DOCUMENTATION:

- 1) Presentation

PROPOSED MOTION: None. Information only.



Cascade Employers Association

Building better workplaces through
compliance, culture, connection

Employee Engagement Survey

Lane Transit District

July 2023

Conducted by:

Jenna Reed, VP of Human Resource Services & General Counsel

503.585.4320 • jreed@cascadeemployers.com • www.cascadeemployers.com

Methodology

- Online survey conducted in **May and June 2023**
- **65-item questionnaire:** 62 benchmark rated, 3 open-ended questions
- Overall, **73% response rate** (237 out of 323 employees), up from 58% in 2022
- Measure both **satisfaction and engagement** levels
 - Engagement: determined by Cascade's proprietary algorithm
- Where applicable, **comparisons are made to:**
 - Union
 - National all-company benchmarks for engagement
- **Data Breakout Groups:**
 - Management/Non-Management
 - Union/Admin
 - Departments

Overall Highlights

- Response rate was significantly higher than in 2022
- Only three statements overall rated lower than in 2022
- The overall score increased by .23, which is significant
- Transit Operations had the most improved score, increasing by .47
- Transit Operations improved its engagement from 8% to 16%
- Marketing and Communication had the most significant increase in engagement increasing from 17% to 78%
- Finance had the most significant decrease in engagement decreasing from 40% to 33%
- Engagement with union employees increased 9 points from 5% to 14%

Overall Highest Rated Statements

2023

- Our health benefits are competitive (4.55)
(4.39 in 2022)
- Our overall benefits package is competitive
(4.39) (4.20 in 2022)
- I'm interested in the future of our
organization (4.26) (4.19 in 2022)
- I understand how my job contributes to
organizational success (4.26) (4.12 in 2022)
- My supervisor treats me with respect (4.16)
(4.05 in 2022)
- I work with people I like (4.14) (4.08 in 2022)
- My supervisor gives me enough freedom to
do my work (4.11) (4.10 in 2022)
- I am willing to go beyond what is expected
of me to make our organization successful
(4.07) (3.94 in 2022)

Overall Categories Score





AGENDA ITEM SUMMARY

DATE OF MEETING: August 16, 2023
ITEM TITLE: GENERAL MANAGER EVALUATION PROCESS
PRESENTER: Mark Knudson, Special Districts Association of Oregon
CHIEF OFFICER: Jameson Auten, General Manager/Chief Executive Officer
ACTION REQUESTED: Information and Discussion

PURPOSE: To review and the proposed general manager evaluation process with the Board.

DESCRIPTION: Staff have contracted with Mark Knudson of the Special Districts Association of Oregon to assist with developing a review process for the general manager. Mr. Knudson will present and review and discuss the proposed process, timeline, and evaluation criteria with the Board.

SUPPORTING DOCUMENTATION:

- 1) Presentation
- 2) Evaluation Process-Schedule
- 3) Performance Evaluation Criteria
- 4) Evaluation Form

PROPOSED MOTION: None. Information only.



CEO Performance Evaluation
Process Overview



Board Meeting
August 16, 2023



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CEO Performance Evaluation

- Objectives for CEO's Performance Evaluation
- Overview of Proposed Process & Schedule for 2023
- Key Components of Evaluation Process
- Next Steps
- Suggested Future Refinements



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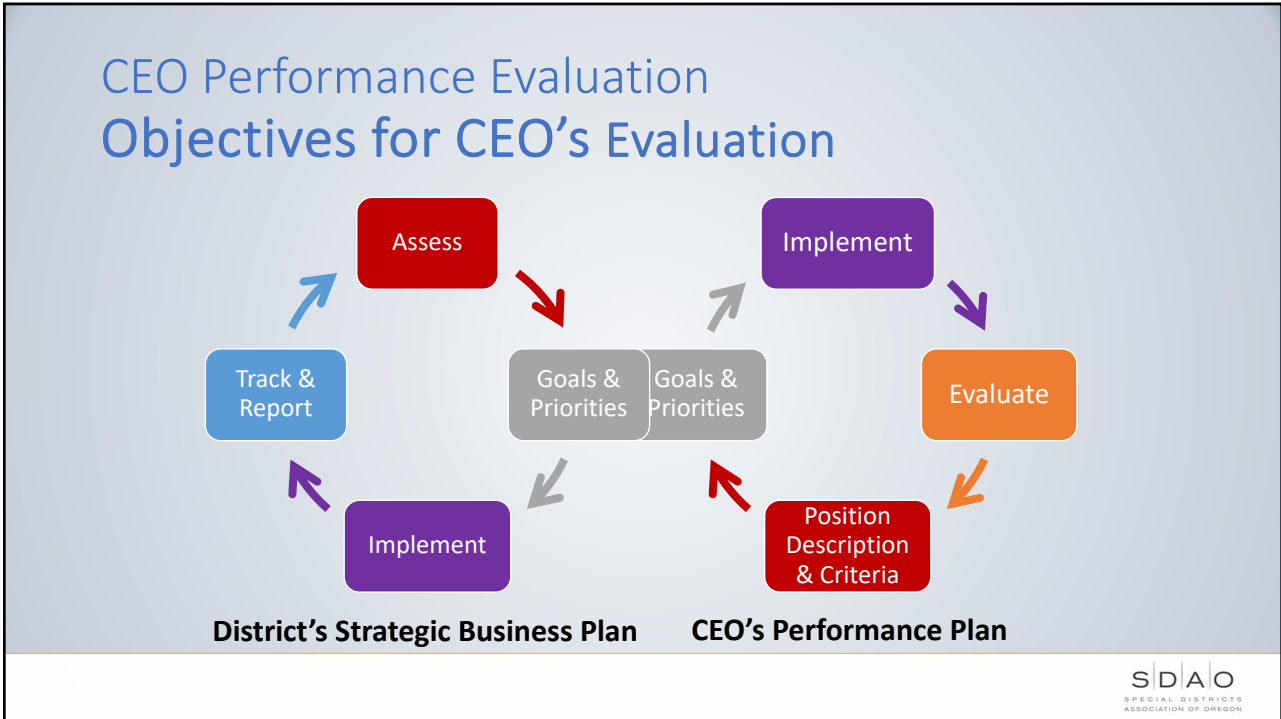
CEO Performance Evaluation Objectives for CEO's Performance Evaluation

1. CEO's accountability for performance during the current period
 - Assessment of CEO's effectiveness during evaluation period
 - Public accountability for CEO performance
 - Adherence to best practice
 - Satisfy a condition of employment agreement
 - Basis for compensation decisions

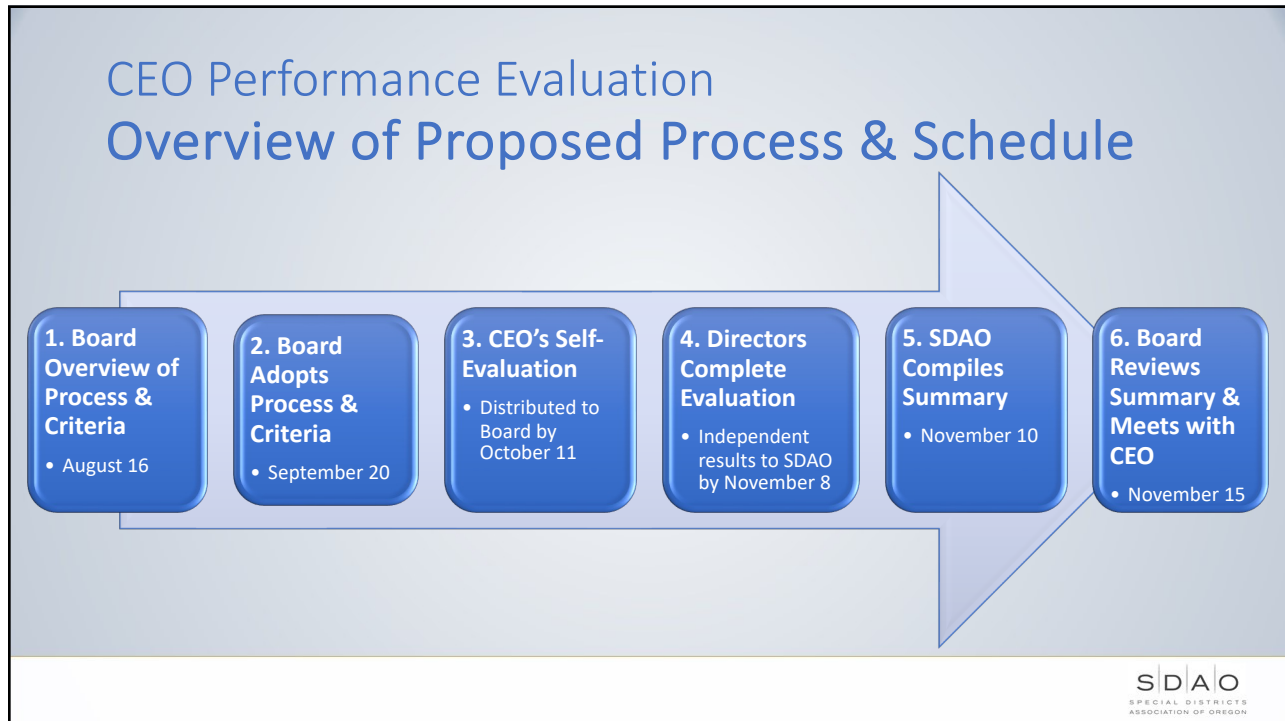
2. Clarity of goals and expectations for the next period
 - Identifies CEO's goals and priorities for the next period
 - Expectations for organizational performance
 - Expectations for individual performance
 - Provides basis of accountability for CEO's performance during next period

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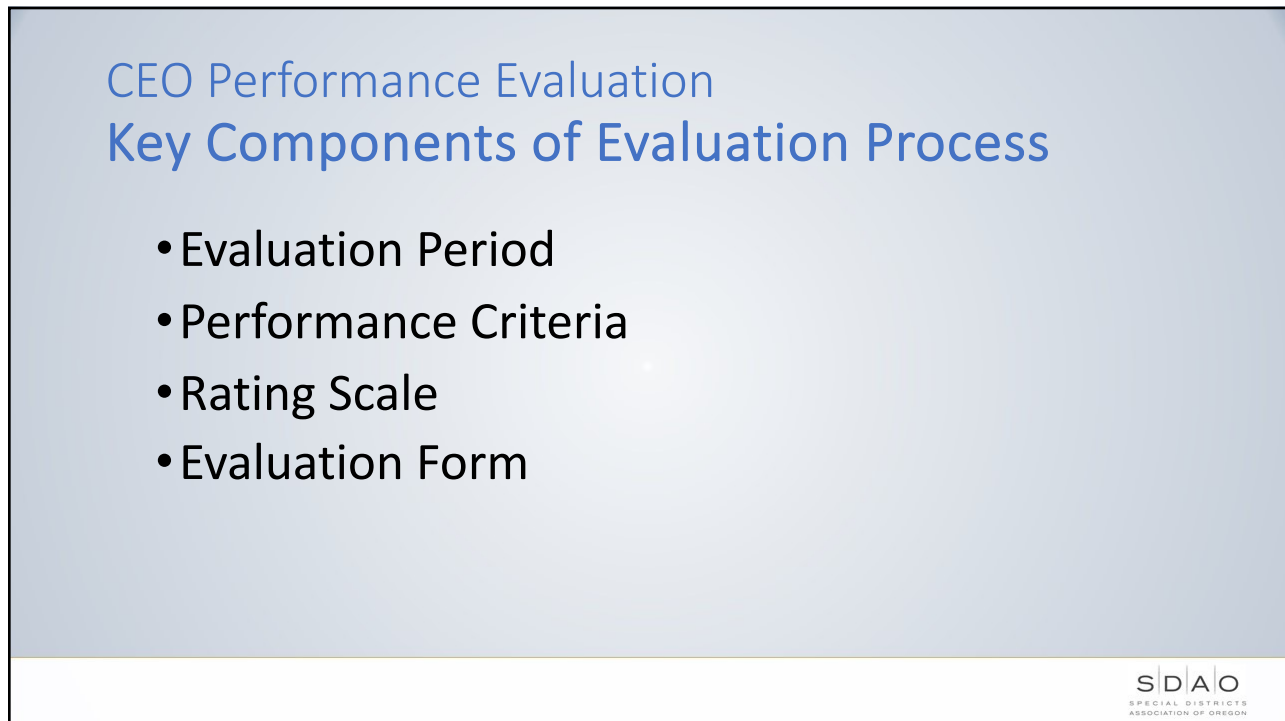
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CEO Performance Evaluation Key Components – Evaluation Period

- CEO's Existing Employment Agreement
 - Effective Date: 11/7/22
 - "Employee's base salary will be subject to annual review and adjustment. Said review shall take place at a time determined by the LTD Board following the end of LTD's fiscal year."
 - "During the first year of the Agreement, evaluations shall be done every four (4) months ... The Board shall thereafter decide on the frequency of subsequent evaluations, to occur no less than annually."
 - "Upon completion of each annual performance evaluation, the Board shall determine the amount of Employee's Performance Based Bonus earned during the preceding Bonus Year."

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CEO Performance Evaluation Key Components – Evaluation Period

Proposal

- 2023 Evaluation Period: 11/7/22 through 10/31/23
- 2024 Evaluation Period: Consider adjusting schedule to conform to fiscal year, budget schedule and/or Strategic Business Plan reporting schedule

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CEO Performance Evaluation Key Components – Evaluation Criteria

- CEO's Existing Employment Agreement
 - "The review will include, among other things, an assessment of Employee's performance in the just completed fiscal year, and Employee's achievement of the goals and objectives set by the LTD Board."
 - Establishes "Performance-Based Bonus Compensation" with "Bonus Goals" based on the District's Strategic Business Plan.
 - "The Board shall conduct performance evaluation of the Employee's performance as measured by his pursuit and achievement of duties listed ... and Bonus Goals.

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CEO Performance Evaluation Key Components – Evaluation Criteria

- CEO's Existing Employment Agreement
Section II.A - Performance Expectations

- Maintain his office at LTD's headquarters;
- Have full responsibility for the acquisition, construction and operation of the mass transit system of LTD;
- Have full responsibility for the administration and business affairs of LTD;
- Abide by and enforce all policies, regulations and ordinances adopted by the LTD Board;
- Administer the personnel system of LTD with full authority to employ, appoint, discipline, or remove all employees and officers;
- Have full authority for ensuring that LTD complies with all laws for Mass Transit Districts;
- Cause to be installed and maintained a system of auditing and accounting;
- Prepare and submit to the Board a complete report on the finances and activities of LTD;

- Arrange to have prepared and timely filed the annual financial reports;
- Aspire to have no "significant deficiencies" or "material weaknesses" in LTD's annual audit findings;
- Advise the Board of Directors as to the current and the projected needs of LTD;
- Prepare all plans for the acquisition of equipment or construction of improvements and facilities;
- Participate in civic and charitable activities and keep the Board informed as to such activities;
- Attend Board meetings, including executive sessions of the Board, and assist in preparing the Board's meeting agendas; and,
- Represent the LTD on the local, regional, and national level via participation in industry events / conferences, memberships on various Boards

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CEO Performance Evaluation Key Components – Evaluation Criteria

- CEO’s Existing Job Description

Essential Duties & Responsibilities

- Challenge management staff and their teams to offer solutions to problems that will advance the company.
- Develop and promote a positive working atmosphere and clearly define expectations.
- Maintain on-going effective communication with internal and external stakeholders.
- Interact and communicate regularly with employees, community members, Board of Directors, and all other stakeholders to provide transparency and insight into the districts implementation of policies and agendas.
- Establish or implement district policies, goals, objectives, or procedures in conjunction with board members, organization officials, or staff members
- Oversee and assist with annual operating budget.
- Report to Board of directors on monthly basis
- Oversee effective cost-control measures and ensure they are in place at all levels of the district.
- Oversee an effective marketing plan to promote a positive atmosphere and culture and strong public image which will help increase ridership.
- Attend and report to Board of Directors monthly.
- Mentor, develop and evaluate all levels of staff.
- Preparing and managing budgets for approval.
- Work requires managing and monitoring work performance of an organizational unit or key work area including evaluating program/work objectives and effectiveness, establishing broad organizational goals and realigning work and staffing assignments for the department.
- Must possess ability to develop, manage and reconcile department budget.
- Adhere to procurement policies and procedures.
- Manage contract compliance.

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CEO Performance Evaluation Key Components – Evaluation Criteria

- Strategic Business Plan

Performance Metrics & Goals

- CUSTOMER SATISFACTION**
Our goal is to deliver outstanding customer service that increases the willingness of our customers to recommend our services to others.

Establish a Net Promoter score and increase by 5%.
- EMPLOYEE ENGAGEMENT**
Our goal is to attract and retain a high quality workforce through high levels of employee engagement.

An Employee Engagement Score of 65%*.
- COMMUNITY VALUE**
Our goal is to provide strong value to the community through the services we offer, whether or not they use our services directly.

Establishment of a baseline for the percentage of the community that believes we provide value and improve 5%.
- FINANCIAL HEALTH**
Our goal is to maintain LTD's strong financial position to sustain our operations for the future.

Achievement of 3-year rolling financial plan targets.
- SUSTAINABILITY**
Our goal is to do our part to preserve and protect the environment through a reduction in greenhouse gas emissions.

A reduction in Greenhouse Gas Emissions of 70%.

Performance Reports

The dashboard displays several key performance indicators (KPIs) with progress gauges and a bar chart. The metrics shown are:

- Employee Engagement:** 100% of Goal Achieved (Actual: 67%, Goal: 65%)
- Financial Health:** 82% of Goal Achieved (Actual: 65%, Goal: 80%)
- Sustainability:** 100% of Goal Achieved (Actual: 82%, Goal: 80%)
- Customer Satisfaction:** 83% of Goal Achieved (Actual: 66%, Goal: 80%)

The bar chart at the bottom shows 'LTD Employee Engagement - Overall Performance Over Time' from Q2 2022 to Q1 2023, comparing LTD performance against a Peer Group.

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CEO Performance Evaluation Key Components – Evaluation Criteria


Proposal – see Handout

SUCCESS FACTORS

1. Provides Effective Administration of the District and Transit System
2. Provides Effective Support of the Board of Directors
3. Provides Effective Leadership and Management of District Staff
4. Provides Effective Oversight and Management of District Financial Resources
5. Effectively Represents the District at Local, Regional, and National Levels

GOALS

6. Achieves Organizational Goals Identified in Strategic Business Plan (Incentive Goals)
7. Progress in Achieving Individual Performance Goals




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CEO Performance Evaluation Key Components – Rating Scale

- LTD’s Existing Employee Performance Rating Scale

Underperforming	Significant and sustained improvement is required to effectively complete major duties and responsibilities of the position. Employee is not contributing to success of department and the District as needed.
Developing Performance	Further development is required to effectively complete major duties and responsibilities of the position. Employee is working towards becoming a solid contributor to the success of the Department and the District as needed.
Successful Performance	Effectively completes major duties and responsibilities of the position. Solid contributor to the success of the Department and the District as needed.
Exceptional Performance	Effectively and efficiently completes major duties and responsibilities as it relates to the position. Employee is an exceptional contributor to the success of the Department and the District and goes above and beyond or generally takes on additional duties outside their scope.



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CEO Performance Evaluation Key Components – Rating Scale

- Alternative Performance Rating Scale

Rating	Performance
OP	Outstanding Performance; exceeds expectations at highest levels, highly effective
EE	Exceeds Expectations; always meets and often exceeds expectations, effective
ME	Meets Expectations; acceptable performance, developing at an acceptable rate
NI	Needs Improvement; often does not meet expectations, notable performance concerns
UP	Unsatisfactory Performance; does not meet requirements of the position

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CEO Performance Evaluation Key Components – Rating Scale

Proposal

- Use LTD’s Existing Employee Performance Rating Scale

Underperforming	Significant and sustained improvement is required to effectively complete major duties and responsibilities of the position. Employee is not contributing to success of department and the District as needed.
Developing Performance	Further development is required to effectively complete major duties and responsibilities of the position. Employee is working towards becoming a solid contributor to the success of the Department and the District as needed.
Successful Performance	Effectively completes major duties and responsibilities of the position. Solid contributor to the success of the Department and the District as needed.
Exceptional Performance	Effectively and efficiently completes major duties and responsibilities as it relates to the position. Employee is an exceptional contributor to the success of the Department and the District and goes above and beyond or generally takes on additional duties outside their scope.

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CEO Performance Evaluation Key Components – Evaluation Form

Proposal – see Handout

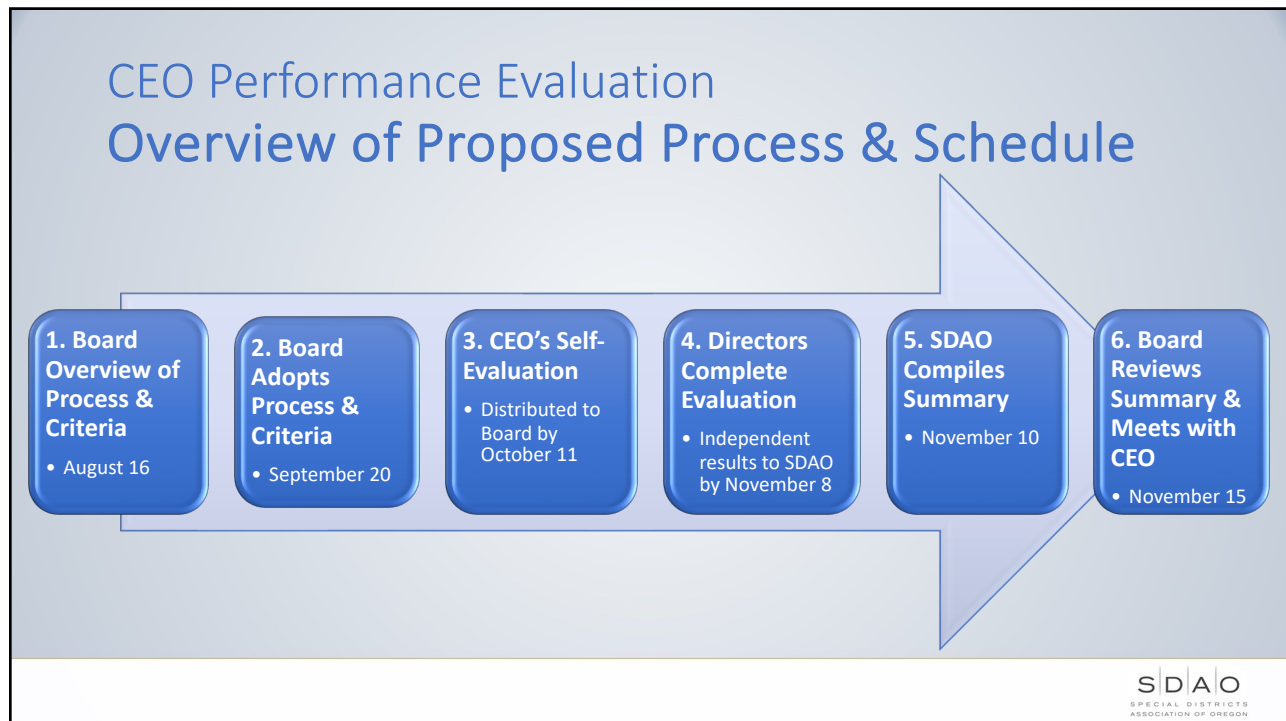
- Use LTD’s existing employee performance evaluation form as adapted to CEO-specific performance criteria

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CEO Performance Evaluation Next Steps for 2023 Evaluation

- Tonight – Board reviews & refines proposals:
 - Process & schedule – see handout
 - Evaluation period: 11/7/22 – 10/31/23
 - Evaluation criteria – see handout
 - Rating scale
 - Evaluation form – see handout
- September – Board adopts:
 - Evaluation period
 - Evaluation criteria
 - Rating scale
 - Evaluation form

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CEO Performance Evaluation Suggested Future Refinements

- Board and CEO to review compensation after completion of 2023 evaluation, per employment agreement
- Consider revising evaluation schedule
 - Consider a shortened performance period for 2024
 - Coordinate schedule with fiscal year, budget schedule, and/or SBP reporting schedule
- District to manage the CEO evaluation process in the future
 - Annually establish individual performance goals
 - Annually review and update position description
 - Annually review and update evaluation criteria

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CEO Performance Evaluation Process Overview

Q&A
Discussion



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Date: August 7, 2023

To: Lane Transit District Board of Directors

From: Mark Knudson, SDAO Senior Consultant

Subject: Proposed CEO Performance Evaluation Process and Schedule

The following is a summary of the proposed process and schedule to complete the performance evaluation of the District CEO for the period of November 7, 2022 through October 31, 2023.

Step	Start	Who	Activity	Finish
1	8/16/23	Board	Board Overview of Process & Criteria: Board receives briefing on proposed process; review proposed process & schedule, criteria, rating scale, and form.	8/16/23
2	9/20/23	Board	Board Adopts Process & Criteria: Board adopts process, schedule, criteria, rating scale, and form.	9/20/23
3	9/21/23	Jameson	Self-Evaluation: Jameson completes self-evaluation using Board-approved criteria; distributes to Board of Directors.	10/11/23
4	10/12/23	Directors	Directors' Evaluation: Each Director independently completes an evaluation form and sends their completed form to Mark (only).	11/8/23
5	11/8/23	Mark	Compile Results: Mark compiles evaluation results from all Directors and prepares an anonymous summary evaluation with average scores & input from all Directors.	11/10/23
6	11/15/23	Board & Mark	Board Meeting: Directors meet in executive session per ORS 192.660 (2)(i) "to review and evaluate the employment-related performance of the chief executive officer". The Board first meets without Jameson to review the summary evaluation, and then meets with Jameson to present the Board's agreed-to summary evaluation.	11/15/23

Please direct any questions or concerns to me; do not copy other Directors with any communications related to this matter to avoid potential violation of Oregon public meeting requirements.

Please return your completed evaluation form to me at mknudson@sdao.com. I can be reached by phone or text at 503-319-5256.

c: Jameson Auten
Camille Gandolfi

Lane Transit District

PROPOSED CEO Performance Evaluation Criteria

August 7, 2023 – Page 1 of 3

CEO Performance Evaluation Criteria

For the Evaluation Period of 11/7/23 to 10/31/23

The following criteria will be used to guide the Board's evaluation of the CEO performance during the stated evaluation period.

SUCCESS FACTORS

1. Provides Effective Administration of the District and Transit System

- Effectively administers business affairs of the District
- Effectively implements, administers and abides by policies, regulations and ordinances adopted by the Board
- Establishes and implements district policies, goals, objectives, and procedures in coordination with Board members, organization officials, and staff members
- Assures the effective and efficient administration of the acquisition, construction and operation of the transit system
- Provides effective oversight and coordination of plans for the acquisition of equipment or construction of improvements and facilities
- Ensures compliance with all laws for Mass Transit Districts, ORS 267.101 to 267.390, and all laws regulations, circulars and notices of the Federal Transit Administration, as applicable
- Oversees an effective marketing plan to promote a positive atmosphere and culture, and strong public image with the goal of increasing ridership

2. Provides Effective Support of the Board of Directors

- Effectively communicates with the Board and individual Directors
- Maintains effective working relationships with the Board and individual Directors
- Assists in preparing Board meeting agendas
- Attends Board meetings, including executive sessions; reports to the Board monthly
- Provides timely and accurate reports to the Board regarding district programs, resources, facilities, opportunities, and challenges
- Provides sound policy input and presents information that supports effective and timely decisions by the Board
- Keeps the Board informed of current and projected needs of the district

3. Provides Effective Leadership and Management of District Staff

- Hires, appoints, promotes, disciplines, or removes all employees (and volunteers) except those employees and office directly employed or appointed by the Board
- Challenges management staff and their teams to offer solutions in support of district goals and policies

Lane Transit District

PROPOSED CEO Performance Evaluation Criteria

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- Develops and promotes a positive working atmosphere and clearly defined expectations; maintains high quality staff, positive morale, and a safe and secure work environment
- Provides effective and efficient administration of district personnel; mentors, develops and evaluates all levels of staff
- Manages and monitors performance of key work areas; evaluates objectives, effectiveness, organizational goals, and alignment of work and staffing assignments
- Provides effective oversight, direction, supervision, and management to maintain compliance with all applicable labor laws, policies, and collective bargaining agreements

4. Provides Effective Oversight and Management of District Financial Resources

- Provides oversight of implementation and maintenance of financial auditing and accounting systems to show the complete financial condition of the district at all times
- Provides oversight for the preparation and submits to the Board a complete report on the finances and activities of the district for the prior fiscal year within thirty (30) days following the end of the fiscal year
- Arranges to have prepared and timely file annual financial report to the Oregon Secretary of State, the Comprehensive Annual Financial Report (CAFR), and Annual Transit Database reporting, and the Grant Reports to the Federal Transit Administration
- Provides effective financial oversight with the aspiration that annual audit findings have no “significant deficiencies” or “material weaknesses”
- Keeps the Board informed of the current and project financial future status of the district
- Oversees, assists and manages preparation and administration of annual budgets for the district and applicable departments
- Oversees effective cost-control measures; ensures cost-control measures are in place at all levels of the district
- Provides oversight to assure adherence to procurement policies and procedures
- Manages contract compliance

5. Effectively Represents the District at Local, Regional, and National Levels

- Maintains effective working relationships with the community, regulatory agencies, and local public agencies in support of the goals and priorities of the district
- Interacts and communicates regularly with employees, community members, Board of Directors, and all other stakeholders to provide transparency and insight into the implementation of district policies and agendas
- Effectively represents the district through participation in industry events and conferences
- Participates in district-related boards, professional associations and organizations
- Regularly engages with federal funders and peer agencies
- Maintains on-going effective communication with internal and external stakeholders

Lane Transit District

PROPOSED CEO Performance Evaluation Criteria

August 7, 2023 – Page 3 of 3

- Participates in civic and charitable activities and keeps the Board informed of such activities

GOALS

6. Achieves Organizational Goals Identified in District Strategic Business Plan (Incentive Goals)

- Achieves Customer Satisfaction Goals
- Achieves Employee Engagement Goals
- Achieves Community Value Goals
- Achieves Financial Health Goals
- Achieves Sustainability Goals

7. Progress in Achieving Individual Performance Goals

- Demonstrates continued progress in achieving personal performance goals identified in the previous performance evaluation

Adopted by the Board of Directors of the Lane Transit District on _____.

Board Chair



CEO Performance Evaluation For the Period of 11/7/22 through 10/31/23

Our Mission: Connecting Our Community

Our Vision: In all that we do, we are committed to creating a more connected, sustainable, and equitable community

Values: Respect, Integrity, Innovation, Equity, Safety, Collaboration

Employee: Jameson Auten, Chief Executive Officer

Date:

Supervisor: Board of Directors

Department:

Purpose: To assess how the employee is performing as it relates to the employee’s job description, LTD’s values, and goals, and Board-adopted evaluation criteria.

The following scale is used for all ratings in the review.

Underperforming	Significant and sustained improvement is required to effectively complete major duties and responsibilities of the position. Employee is not contributing to success of department and the District as needed.
Developing Performance	Further development is required to effectively complete major duties and responsibilities of the position. Employee is working towards becoming a solid contributor to the success of the Department and the District as needed.
Successful Performance	Effectively completes major duties and responsibilities of the position. Solid contributor to the success of the Department and the District as needed.
Exceptional Performance	Effectively and efficiently completes major duties and responsibilities as it relates to the position. Employee is an exceptional contributor to the success of the Department and the District and goes above and beyond or generally takes on additional duties outside their scope.

SUCCESS FACTORS

1. Provides Effective Administration of the District and Transit System

Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			

2. Provides Effective Support of the Board of Directors

Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			



**CEO Performance Evaluation
For the Period of 11/7/22 through 10/31/23**

3. Provides Effective Leadership and Management of District Staff			
Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			
4. Provides Effective Oversight and Management of District Financial Resources			
Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			
5. Effectively Represents the District at Local, Regional, and National Levels			
Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			

GOALS

6. Achieves Organizational Goals Identified in Strategic Business Plan (Incentive Goals)			
Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			
7. Progress in Achieving Individual Performance Goals			
Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			



**CEO Performance Evaluation
For the Period of 11/7/22 through 10/31/23**

OVERALL PERFORMANCE

Overall Job Performance Rating			
Underperforming	Developing Performance	Successful Performance	Exceptional Performance
Comments:			

INDIVIDUAL GOALS FOR NEXT EVALUATION PERIOD

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Compensation Recommendation
