

Wollaston Public Library Board Self Evaluation Questionnaire Compiled Responses (October 2021)

Circle the response that **best** reflects your opinion. The rating scale for each statement is: Strongly Disagree (1); Disagree (2); Maybe or Not Sure (3); Agree (4); Strongly Agree (5).

	A	B	C	D	E	F	Avg.
A. How Well Has the Board Done its Job?							
1. Our organization operates with a strategic plan or a set of measurable goals and priorities.	5	4	2	3	2	5	3.5
2 The board’s regular meeting agenda items reflects our strategic plan or priorities.	5	5	3	3	3	5	4
3. The board has created or reviewed, in this period, some key governance job descriptions (e.g board chair, directors and committees	5	4	4	5	5	4	4.5
4. The board gives direction to staff on how to achieve the goals by setting, referring to, or revising policies.	5	4	4	3	5	4	4.17
5. The board has identified and reviewed the organization’s relationship with each of its key stakeholders	5	3	4	3	3	5	3.83
6. The board has ensured that the organization’s accomplishments and challenges have been communicated to key stakeholders	5	4	2	3	4	4	3.67
7. The board has ensured that stakeholders have received reports on how our organization has used its financial and human resources.	5	4	3	2	4	4	3.67
Total Score	35	28	22	22	26	31	27.33
<input type="checkbox"/> Excellent (30-24) <input type="checkbox"/> Satisfactory (23-19) <input type="checkbox"/> Poor (18- 6)							
B How Well has the Board Conducted itself?	A	B	C	D	E	F	G
1. As board members we are aware of what is expected of us	5	4	4	2	3	5	3.83
2. The agenda of board meetings are well planned so that we are able to get through all necessary board business.	5	5	5	3	4	5	4.5
3. It seems like most board members come to meetings prepared.	5	4	5	2	4	4	4
4. We receive written reports to the board in advance of our meetings.	5	4	5	4	4	4	4.33

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	A	B	C	D	E	F	Avg.
5. All board members participate in important board discussions.	5	5	5	3	4	4	4.33
6. We do a good job encouraging and dealing with different points of view.	5	4	5	2	4	4	4
7. We all support the decisions we make.	5	4	5	2	4	4	4
8. The board assesses its composition and strengths in advance of recruiting new board members.	5	4	3	1	4	4	3.5
9. The board assumes much of the responsibility for director recruitment and orientation	5	4	5	1	4	4	3.83
10. Board members have some interaction with external stakeholders at board meetings (e.g as guests) or between meetings	5	2	4	2	3	4	3.33
11. Our board meetings are always interesting.	5	4	4	2	4	4	3.83
12. Our board meetings are frequently fun	4	3	2	2	3	3	2.83
TOTAL SCORE	59	47	52	24	45	49	46
<input type="checkbox"/> Excellent (60- 50) <input type="checkbox"/> Satisfactory (49-35) <input type="checkbox"/> Poor (34-12)							
C. Boards Relationship with Executive Director	A	B	C	D	E	F	G
1. There is a clear understanding on most matters where the board's role ends and the executive directors begins.	5	4	3	3	4	4	3.83
2. There is good two-way communication between the board and the executive director.	5	4	4	3	4	4	4
3. The board trusts the judgment of the executive director	5	4	4	3	5	4	4.17
4. The board provides direction to the executive director by setting and reviewing policies.	5	4	5	4	5	4	4.5
5. The board has discussed and communicated the kinds of information and level of detail it requires from the executive director	5	5	5	4	4	4	4.5

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6. The board has developed formal criteria and a process for evaluating the executive director	5	5	3	4	5	4	4.33
7. The board, or a committee of the board, has formally evaluated the executive director within the past 12 months.	5	4	5	4	5	4	4.5
8. The board evaluates the executive director primarily on the accomplishment of the organization's strategic goals and priorities and adherence to policy.	5	4	3	3	3	3	3.5
9. The board provides feedback and shows its appreciation to the executive director on a regular basis.	5	4	4	3	3	4	3.83
10. The board ensures that the Executive Director is able to take advantage of professional development opportunities.	5	5	5	4	5	4	4.67
TOTALS	50	43	41	31	43	39	41.17
<input type="checkbox"/> Excellent (40+) <input type="checkbox"/> Satisfactory (28-39) <input type="checkbox"/> Poor (11-27)							
D. My Performance as an Individual Board Member							
	A	B	C	D	E	F	G
1. I am aware of what is expected of me as a board member	5	4		4	5	4	4.33
2. I have a good record of meeting attendance	5	5		4	5	4	4.33
3. I read the minutes, reports and other materials in advance of our board meetings	5	5		4	5	4	4.33
4. I am familiar with what is in the organizations by-laws and governing policies	5	4		4	5	4	4.33
5. I frequently encourage other board members to express their opinions at board meetings	4	2		2	4	2	2.67
6. I am encouraged by other board members to express my opinions at board meetings	5	2		2	3	4	3
7. I am a good listener at board meetings	5	5		3	5	4	4
8. I follow through on things I have said I would do	5	4		3	5	4	4
9. I maintain the confidentiality of all board decisions	5	5		5	5	5	5

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10. When I have a different opinion than the majority, I raise it	5	4		4	4	4	4
11. I support board decisions once they are made even if I do not agree with them.	5	4		4	5	4	4.33
12. I promote the work of our organization in the community whenever I had a chance to do so	5	5		3	5	4	4
13. I stay informed about issues relevant to our mission and bring information to the attention of the board	5	4		3	4	4	3.67
TOTALS	64	53		45	60	51	52
<input type="checkbox"/> Excellent (40+) <input type="checkbox"/> Satisfactory (28-39) <input type="checkbox"/> Poor (11-27)							
E. Feedback to the Chair of the Board							
	A	B	C	D	E	F	G
1. The Chair is well prepared for board meetings	5	5	5	5	4	5	4.83
2. The Chair helps the board stick to the agenda	5	5	5	4	4	5	4.67
3. The Chair tries hard to ensure that every board member has an opportunity to be heard.	5	5	5	5	4	5	4.83
4. The Chair is skilled at managing different points of view	5	5	5	4	4	5	4.67
5. The Chair has demonstrated versatility in facilitating board discussions	5	5	4	5	4	5	4.67
6. The Chair knows how to be direct with an individual board member when their behaviour needs to change	5	4	4	4	4	5	4.33
7. The Chair helps the board work well together	5	4	5	4	4	5	4.5
8. The Chair demonstrates good listening skills	5	4	5	5	5	5	4.83
9. The Board supports the Chair	5	5	5	4	5	5	4.83
10. The Chair is effective in delegating responsibility amongst Board Members	5	5	4	4	4	5	4.5
11. The Chair ensures the Board is aware of his/her organizational activities outside of our Board Meetings	5	4	4	5	5	5	4.67
TOTAL	55	51	51	51	47	55	51.67
<input type="checkbox"/> Excellent (40+) <input type="checkbox"/> Satisfactory (28-39) <input type="checkbox"/> Poor (11-27)							

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