



FY-2017 CA President/CEO's Evaluation

Name: _____

Date: _____

For FY-2017, the BOC adopted five goals/objectives for the President/CEO. During the mid-term evaluation of the CA President/CEO, the CA Board indicated that the President/CEO had at least partially met each of the goals/objectives. Based upon that determination, you are asked to rate the President/CEO on how he did on each goal/objective as follows:

- 3 = Exceeded goal
- 2 = Met goal
- 1 = Partially met goal

The ratings will be used to determine the President/CEO's bonus. It is important that each Director carefully consider each goal/objective individually and fairly evaluate the President/CEO on that goal/objective and only on that goal/objective. In setting goals/objectives, the Board is telling the President/CEO that these are the items on which he will be evaluated. For each goal/objective, it is important (and fair) that your rating and comments apply only to that goal/objective. You can provide comments regarding each rating. Comments are very important. They will be shared with the CA President/CEO and will help him understand how well he met his goal or where he fell short.

After the ratings, there is space for you to provide comments to the President/CEO on any other area/activity. This Part does not impact the President/CEO's bonus.

Please review and complete the CA President/CEO's Evaluation Form by April 6, 2017 and return it to the Chair of the Board. If you don't return the survey on time, the rating of the goals will default to 2 (Met the goal).

This is a CONFIDENTIAL process, as are all performance reviews. If you have any questions, please contact the Chair of the CA Board.

Thank you for completing the evaluation.

#1: By March 31, 2017, plan and position the organization for implementation (May 2017) of all component parts and aspects of CA's new membership and pricing structure

(Goal #1 of CA's Strategic Plan – Deliver programs and services that meet stakeholders' expectations and enhance the quality of life in Columbia).

Rating for #1	Choose ONLY one rating by placing an X in the appropriate box
3 (Exceeded)	
2 (Met)	
1(Partially Met)	

Comments on #1:

#2: By December 2016, provide the Board of Directors with a more comprehensive view of CA's ongoing obligations – legal, financial, ownership, etc. – related to the existence of more than 100 ponds in the Columbia community (**Goal #2 of CA's Strategic Plan – Maintain and enhance Columbia's facilities, open spaces, connectivity and environmental stewardship**).

Rating for #2	Choose ONLY one rating by placing an X in the appropriate box
3 (Exceeded)	
2 (Met)	
1(Partially Met)	

Comments on #2:

#3: By March 31, 2017, work with the Board of Directors to evaluate and develop new performance measurements/organizational metrics, which will be incorporated into a new digital dashboard and presented to the Board, at least twice during a fiscal year, starting with Fiscal Year 2018 (**Goal #5 of CA's Strategic Plan – Demonstrate the practices of a high-performing and responsive organization**).

Rating for #3	Choose ONLY one rating by placing an X in the appropriate box
3 (Exceeded)	
2 (Met)	
1(Partially Met)	

Comments on #3:

#4: With the assistance of the designated department director, address, including the achievement of measurable outcomes, the three priorities (Internal Communications; Organizational Branding Campaign; and Learning and Professional Development) identified by the Senior Leadership Team during a half-day session in May 2016. By March 31, 2017, prepare a report for the CA Board on the success/failure to meet the three identified Senior Leadership Team priorities and the benefit accruing to CA from these three priorities. **(Goal #5 of CA’s Strategic Plan – Demonstrate the practice of a high-performing and responsive organization).**

Rating for #4	Choose ONLY one rating by placing an X in the appropriate box
3 (Exceeded)	
2 (Met)	
1 (Partially Met)	

Comments on #4:

#5: In line with **Goal #3 of CA’s Strategic Plan (Develop and communicate a shared community vision for Columbia, and advance the vision through advocacy, partnerships, and alignment of CA programs and services) and Goal #4 of CA’s Strategic Plan (Strengthen communication and community engagement in CA)**, I will continue my efforts to further develop CA’s community partnerships with Howard County Government, the village associations, Howard Hughes Corporation, Howard County Community College, Howard County General Hospital, the Horizon Foundation, Downtown Columbia Partnership, Downtown Columbia Arts and Culture Commission, community groups, and others. Report to be provided by March 31, 2017.

Rating for #5	Choose ONLY one rating by placing an X in the appropriate box
3 (Exceeded)	
2 (Met)	
1 (Partially Met)	

Comments on #5:

Please Provide any other comments regarding the President/CEO’s performance

Comments:

