



# Board Self-Evaluation Questionnaire

Questions should be answered by all board members. When completed individually the results of Sections A, B and C should be compiled, shared and discussed by the whole board to determine an average group answer to each question and an overall section rating. Section D should be answered by board members alone but not shared with the group. Sections A, B and C should also be completed by the **Executive Director or CEO**. This version also includes Section E, which provides feedback to the Chair of the Board.

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. How Well Has the Board Done Its Job?

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Our organization has a three to five-year strategic plan or a set of clear long range goals and priorities.                                   | 1 | 2 | 3 | 4 | 5 |
| 2. The board's meeting agenda clearly reflects our strategic plan or priorities.   | 1 | 2 | 3 | 4 | 5 |
| 3. The board has insured that the organization also has a one-year operational or business plan.   | 1 | 2 | 3 | 4 | 3 |
| 4. The board gives direction to staff on how to achieve the goals Primarily by setting or referring to policies.                                 | 1 | 2 | 3 | 4 | 5 |
| 5. The board ensures that the organization's accomplishments and challenges are communicated to members and stakeholders.                        | 1 | 2 | 3 | 4 | 5 |
| 6. The board has ensured that members and stakeholders have received reports on how our organization has used its financial and human resources. | 1 | 2 | 3 | 4 | 5 |
| 7. _____   | 1 | 2 | 3 | 4 | 5 |

My overall rating (add together the total of the numbers circled).

- Excellent (28+)  
  Very Good (20-27)  
  Good (15-19)  
  Satisfactory (12-18)  
  Poor (7-11)

**B. how Well Has the Board Conducted Itself?**

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).

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. Board members are aware of what is expected of them.  | 1 | 2 | 3 | 4 | 5 |
| 2. The agenda of board meetings is well planned so that we are able to get through all necessary board business. | 1 | 2 | 3 | 4 | 5 |
| 3. It seems like most board members come to meetings prepared.   | 1 | 2 | 3 | 4 | 5 |
| 4. We receive written reports to the board in advance of our meetings.   | 1 | 2 | 3 | 4 | 5 |
| 5. All board members participate in important board discussions.   | 1 | 2 | 3 | 4 | 5 |
| 6. We do a good job encouraging and dealing with different points of view.                                       | 1 | 2 | 3 | 4 | 5 |
| 7. We all support the decisions we make.   | 1 | 2 | 3 | 4 | 5 |
| 8. The board has taken responsibility for recruiting new board members.  | 1 | 2 | 3 | 4 | 5 |
| 9. The board has planned and led the orientation process for new board members.                                  | 1 | 2 | 3 | 4 | 5 |
| 10. The board has a plan for director education and further board development.                                   | 1 | 2 | 3 | 4 | 5 |
| 11. Our board meetings are always interesting.   | 1 | 2 | 3 | 4 | 5 |
| 12. Our board meetings are frequently fun.   | 1 | 2 | 3 | 4 | 5 |

**My overall rating.**

- Excellent (50+)  
 Very Good (40-49)  
 Good (30-49)  
 Satisfactory (20-29)  
 Poor (10-19)

**C. Performance of Individual Board Members (Not to be shared)**

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).

- |   |   |   |   |   |   |
|---|---|---|---|---|---|
| 1. I Am aware of what is expected of me as a board member.  | 1 | 2 | 3 | 4 | 5 |
| 2. I have a good record of meeting attendance.  | 1 | 2 | 3 | 4 | 5 |
| 3. I read the minutes, reports and other materials in advance of our board meetings.                          | 1 | 2 | 3 | 4 | 5 |
| 4. I am familiar with what is in the organization's by-laws and governing policies                            | 1 | 2 | 3 | 4 | 5 |
| 5. I frequently encourage other board members to express their opinions at board meetings.                    | 1 | 2 | 3 | 4 | 5 |
| 6. I am encouraged by other board members to express my opinions at board meetings.                           | 1 | 2 | 3 | 4 | 5 |
| 7. I am a good listener at board meetings.  | 1 | 2 | 3 | 4 | 5 |
| 8. I follow through on things I have said I would do.   | 1 | 2 | 3 | 4 | 5 |
| 9. I maintain the confidentiality of all board decisions.   | 1 | 2 | 3 | 4 | 5 |
| 10. When I have a different opinion than the majority, I raise it.  | 1 | 2 | 3 | 4 | 5 |
| 11. I support board decisions once they are made even if I do not agree with them.                            | 1 | 2 | 3 | 4 | 5 |
| 12. I promote the work of our organization in the community whenever I had a chance to do so.                 | 1 | 2 | 3 | 4 | 5 |
| 13. I stay informed about issues relevant to our mission and bring information to the attention of the board. | 1 | 2 | 3 | 4 | 5 |

My overall rating:

- Excellent (55+)  
  Very Good (45-54)  
  Good (32-44)  
 Satisfactory (20-31)  
  Poor (13-19)



**D. Feedback to the Chair of the Board (Optional)**

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).

- |  |   |   |   |   |   |
|--|---|---|---|---|---|
| 1. The board has discussed the role and responsibilities of the Chair.                                   | 1 | 2 | 3 | 4 | 5 |
| 2. The Chair is well prepared for board meetings.  | 1 | 2 | 3 | 4 | 5 |
| 3. The Chair helps the board to stick to the agenda.   | 1 | 2 | 3 | 4 | 5 |
| 4. The Chair ensures that every board member has an opportunity to be heard.                             | 1 | 2 | 3 | 4 | 5 |
| 5. The Chair is skilled at managing different points of view.  | 1 | 2 | 3 | 4 | 5 |
| 6. The Chair can be tough on us as a group when we get out-of-line.                                      | 1 | 2 | 3 | 4 | 5 |
| 7. The Chair knows how to be direct with an individual board member when their behavior needs to change. | 1 | 2 | 3 | 4 | 5 |
| 8. The Chair helps the board work well together.   | 1 | 2 | 3 | 4 | 5 |
| 9. The Chair demonstrates good listening skills.   | 1 | 2 | 3 | 4 | 5 |
| 10. The board supports the Chair.  | 1 | 2 | 3 | 4 | 5 |
| 11. The Chair is effective in delegating responsibility amongst board members.                           | 1 | 2 | 3 | 4 | 5 |
| 12. _____  | 1 | 2 | 3 | 4 | 5 |

My overall rating:

- Excellent (45+)  
  Very Good (35-44)  
  Good (25-34)  
 Satisfactory (20-33)  
  Poor (11-19)