

## CHIEF EXECUTIVE OFFICER PERFORMANCE EVALUATION

Annual Performance Goals: Input Goal Statements, Measures and Goal Weight from the CEO Performance Goal Form below and then rate the performance based on key data. Use "Additional Details" to share comments and additional information on the goal and rating.

### Organization's Operational Goals

Goal Statement	Measures	Goal Weight	Performance Rating	Additional Details
Ex. Increase Average Daily Attendance (ADA)	Ex. Increase 5% to 1,050 youth	Example: .20	Did Not Meet (1) Met (2) Exceeded (3)	

### Financial Goals

Goal Statement	Measures	Goal Weight	Performance Rating	Additional Details
Ex. In Partnership with Board Increase Revenue	Ex. Increase 5% to \$5,250,000	Example: .10	Did Not Meet (1) Met (2) Exceeded (3)	

### Individual Performance Goals

Goal Statement	Measures	Goal Weight	Performance Rating	Additional Details
Ex. Cultivate Key Donors for continued support	Ex. Meet with 20 top donors to gain/maintain annual support	Example: .25	Did Not Meet (1) Met (2) Exceeded (3)	

	<b>Total Weight (must = 1.00)</b>		<b>Average Rating</b>	
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\_\_\_\_\_  
CEO Name

\_\_\_\_\_  
Date

## CHIEF EXECUTIVE OFFICER PERFORMANCE EVALUATION

**Core Competencies:** Rate each core competency by selecting the set of behaviors that are most similar to those of the Chief Executive Officer on the following scale: (1) Less Skilled, (2) Skilled, (3) Talented. Click or hover over the highlighted rating to review the associated behaviors. Put the corresponding rating (1,2,or 3) in the Box provided.

**Drives Vision and Purpose:** *Painting a compelling picture of the vision and strategy that motivates others to action.*

- Rating
- (1) **Less Skilled**
- (2) **Skilled**
- (3) **Talented**

**Business Insight:** *Applying knowledge of business and the marketplace to advance the organization's goals.*

- Rating
- (1) **Less Skilled**
- (2) **Skilled**
- (3) **Talented**

**Financial Acumen:** *Interpreting and applying understanding of key financial indicators to make better business decisions.*

- Rating
- (1) **Less Skilled**
- (2) **Skilled**
- (3) **Talented**

**Builds Networks:** *Effectively building formal and informal relationship networks inside and outside the organization.*

- Rating
- (1) **Less Skilled**
- (2) **Skilled**
- (3) **Talented**

**Strategic Mindset:** *Seeing ahead to future possibilities and translating them into breakthrough strategies.*

- Rating
- (1) **Less Skilled**
- (2) **Skilled**
- (3) **Talented**

**Builds Effective Teams:** *Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.*

- Rating
- (1) **Less Skilled**
- (2) **Skilled**
- (3) **Talented**

Average Competency Rating

\_\_\_\_\_  
CEO Name

\_\_\_\_\_  
Date

## CHIEF EXECUTIVE OFFICER PERFORMANCE EVALUATION

\_\_\_\_\_ Average Objective Rating (Pg.1) \_\_\_\_\_ Average Competency Rating (Pg.2)

### Development Feedback

Please describe 2 to 3 strengths that can be leveraged in the future for success.

Please describe 2 to 3 development opportunities most needed for future success (i.e. gaps that need to be closed; growth needed to enhance performance).

Additional Comments or Notes

\*Upon completion of the in-person review, sign and date below to acknowledge agreement. Provide a copy to the CEO, ensure a copy is placed in the CEO's personnel files and maintain a copy in the Board Chair's files.

\_\_\_\_\_  
CEO Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Board Chair Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
CEO Signature

\_\_\_\_\_  
Board Chair Signature