

**Oregon Board of Forestry
Governance Performance Measure
Best Practices Performance Self-Evaluation Input Form**

Performance Measure: Percent of total best practices met by the Board.

Target: 100%

Period: Annual

ODF Key Performance Measure: #22

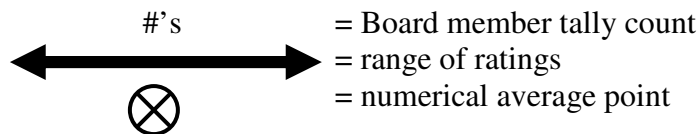
Board Adopted: September 6, 2006

Version: 2009 v1.4

Summary of Individual Board Member Evaluations – May 20, 2009

B. Best Practices Criteria Evaluation:

Key: Within each criteria:



Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
1. Executive Director’s performance expectations are current. <i>The Board understands this to mean that the State Forester’s Position Description is current.</i> <u>Comments:</u> - I believe that with a new chair, this function will be better.	3	4	0	0
2. Executive Director’s performance has been evaluated in the last year. <i>The Board understands this to mean that the State Forester’s Position Description is current and that the annual performance appraisal has been completed.</i> <u>Comments:</u> - Chair Blackwell’s efforts are greatly appreciated.	4	3	0	0
3. The agency’s mission and high-level goals are current and applicable. <i>The Board understands this to mean that the Board’s Forestry Program for Oregon and Oregon Forest Practices Act/Rules are current.</i> <u>Comments:</u> - Yes, this is very apparent.	3	4	0	0
4. The board reviews the <i>Annual Performance Progress Report</i> . <i>The Board understands this to mean that the Board reviews the report annually as a meeting agenda item.</i> <u>Comments:</u>	3	4	0	0

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- Yes.				
5. The board is appropriately involved in review of agency's key communications. <i>The Board understands this to mean agency and Board communications at a policy level, versus a day-to-day operating level.</i> <u>Comments:</u> - I believe most of the Board believes this.	1 	6 	0	0
6. The board is appropriately involved in policy-making activities. <i>The Board understands this to mean those policy activities that particularly have a statewide perspective, including holding Board meetings at different geographic locations around the state.</i> <u>Comments:</u>	2 	5 	0	0
7. The agency's policy option packages are aligned with their mission and goals. <i>The Board understands this to mean the packages included in the biennial budget process as part of the Agency Request Budget.</i> <u>Comments:</u> - Previously, we spent more time as a board prioritizing the budget and aligning it to our work plans. This year we received a staff report and didn't have much discussion. I think we should have involved ourselves more.	1 	5 	0	0
8. The board reviews all proposed budgets. <i>The Board understands this to mean the Department of Forestry's biennial budget at the Agency Request Budget level.</i> <u>Comments:</u> - See 7 above.	3 	3 	0	0
9. The board periodically reviews key financial information and audit findings. <i>The Board understands this to mean significant financial issues and as audits are released. By way of example, this would include the 2007 D.L. Phipps Nursery situation or the \$10 million State Forests Funds situation.</i> <u>Comments:</u>	2 	4 	0	0

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Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<p>10. The board is appropriately accounting for resources. <i>The Board understands this to mean critical issues relating to human, financial, material and facilities resources by providing oversight in these areas. This means that the Board receives briefings on such issues as succession management, vacancies, the budget, and financial effects of the fire program.</i></p> <p><u>Comments:</u></p>	2	5	0	0
<p>11. The agency adheres to accounting rules and other relevant financial controls. <i>The Board understands this to mean the receipt of the annual statewide audit report from Secretary of State which highlights any variances in accounting rules or significant control weaknesses.</i></p> <p><u>Comments:</u></p>	3	3	0	0
<p>12. Board members act in accordance with their roles as public representatives. <i>The Board understands this to mean that they follow public meeting rules, the standard of conduct for Board members, and the public input process. Members received training and information from the Governor's Office upon appointment.</i></p> <p><u>Comments:</u></p>	4	3	0	0
<p>13. The board coordinates with others where responsibilities and interests overlap. <i>The Board understands this to mean other public agencies and boards with statutory authority connections or overlaps, e.g. the Forest Trust Land Counties, the Oregon Environmental Quality Commission/Department of Environmental Quality; the Oregon Fish and Wildlife Commission/Department of Fish and Wildlife; the State Land Board; local fire districts; the United States Forest Service; the Bureau of Land Management..</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - SOC team worked closely with ODF&W. FFAC helped bring us together with federal land managers. Post-NW storm damage work – uncertain whether this effort was coordinated with OWEB as well as it could have been. - We've benefited from good examples of this in the past year, and there are always opportunities for doing more. 	3	4	0	0
<p>14. The board members identify and attend appropriate training sessions. <i>The Board understands this to mean the workshops, symposia, and field tours that accompany some Board meetings, and</i></p>	3	4	0	0

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<p><i>that the Board receives adequate technical information.</i></p> <p><u>Comments:</u></p> <p>- ODF has provided excellent field tours, facilitators, etc.</p>	←→	⊗		
<p>15. The board reviews its management practices to ensure best practices are utilized. <i>The Board understands this to mean carrying out this self-evaluation on an annual basis, conducting the annual Board work plan status check, and by conducting the periodic scan of issues on a biennial basis.</i></p> <p><u>Comments:</u></p>	3	3	0	0
<p><i>Listed below is an additional best practice for the Board of Forestry; not included in calculating the percentage adherence to best practices.</i></p>				
<p>16. The board values public input and transparency in conducting its work through outreach to and engagement of stakeholders and by using its work plan communication tools. The board also values input and communications with its standing advisory committees, special ad hoc committees and panels and external committees with board interests.</p> <p><u>Comments:</u></p>	2	5	0	0
<p>Total Number of Tallies (Criteria 1-15)</p>				
	40	60	0	0
<p>Percentage of Total in Each Evaluation Category (Criteria 1-15)</p>				
	40%	60%	0%	0%
<p>Percentage of Total in “Agree” and “Disagree” (Criteria 1-15)</p>				
	100%		0%	

Total Best Practices Met by the Board (Criteria 1-15) – Preliminary Based on Initial Summary:

(Strongly Agree and Agree = “Yes”; Disagree and Strongly Disagree = “No”)

By average:

- Number of numerical average of each criteria “Yes” or “No”: yes – 15 no – 0
- Percentage of numerical average of each criteria “Yes” or “No”: yes – 100% no – 0%

By tally count:

- Number of tallies of each criteria “Yes” or “No”: yes – 15 no – 0
- Percentage of tallies of each criteria “Yes” or “No”: yes – 100% no – 0%

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AGENDA ITEM 3

Attachment 1

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C. Summary Questions for Consideration:

1. How are we doing?

I think ODF is doing well. The BOF is doing better with a chair.

It is excellent to have a full team of board members and a chair. Given that effective decision making is at the heart of our responsibilities, I think the board needs to create greater clarity on how we will make decisions in the future.

Very good.

2. How do we compare to others and/or to our target?

Very well!

While I believe that much is going well, I feel that there are Oregonians whose trust and respect we should earn, and we have not yet.

3. What factors are affecting our results?

Systematic approach that covers all bases.

A new chair with great leadership skills.

We need to continue to develop a system that documents decisions and helps us build upon past work. Sometimes we have a tendency to take two steps forward and one back and revisit previously agreed upon direction.

At times, political pressure makes it difficult to operate as analytically and creatively as we should.

On the positive side – good people with diverse and solid experience, committed to doing our work at a high level, with the support of an excellent staff and well thought out approaches to organizing and completing our work. On the negative side, I have serious concerns that changes in our decision making processes are undermining our ability to effectively do what Oregonians and those who appointed us rely on us to do.

4. What needs to be done to improve future performance?

Continued communications with the Board.

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I see adjustments are made when requested.

Dialog among Board members needs facilitation.

Board diversity provides the opportunity for us to learn from one another and together represent the state. We need to be careful to not let ourselves be defined as representing one particular interest or another.

I encourage us to continue to focus on improving board effectiveness, with a central focus on clear, timely decision making that is driven by inclusive, versus divisive, decision making processes.

Continue our commitment to open communication.