

DRCOG Executive Director Annual Performance Evaluation 2023-2024 - Direct Reports

The following is the annual performance assessment for DRCOG's Executive Director. As a direct report, you have been invited to participate in providing feedback. All individual responses are confidential and no input is tracked to the individual completing the assessment. Only summary information and results will be shared.

Please take a few minutes to provide your input. The site will remain open until 5:00 p.m. Tuesday, October 4.

If you need assistance, please contact Randy Arnold (rarnold@drcog.org).

Thank you,

Steve Conklin DRCOG Performance & Engagement Committee Chair

1. The Executive Director:

	Exceeds Expectations	Exceeds/Meets	Meets Expectations	Meets/Needs	Needs Improvemen	N/A- Don't t Know
Supports the agency mission and represents DRCOG in a positive and effective manner with colleagues, members of the public and customers/clients.	0	\bigcirc	0	\bigcirc	\bigcirc	0

Effectively iwriting) to ensure iwriting) to ensure is direct reports, are informed regarding agency issues, liabilitiesImage: section to the image: section to the image		Exceeds Expectations E	Exceeds/Meets	Meets Expectations I	Meets/Needs	Needs Improvemen	N/A- Don't t Know
consideration and feedback to the ideas of others.Image: Constructive of the image: Constructive of the constructive of the constructive of the sharing information and constructive of the agency.Image: Constructive of the constructive of the constructive of the constructive of the constructive of the constructive of the constructive of the 	communicates (both verbally and in writing) to ensure that direct reports, coworkers and other stakeholders are informed regarding agency issues, liabilities	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
constructively.CCC <thc< th="">CCCCC<</thc<>	consideration and feedback to the	\bigcirc	\bigcirc	\bigcirc	\bigcirc	0	\bigcirc
team, helping build consensus, sharing information and contributing to the overall success of the agency.Image: Consensus of the success of the agency.Maintains a climate that attracts, retains, and motivates a highly ugulified, diverse staff.Image: Consensus of the success of the agency.Image: Consensus of the success of the agency.Maintains a climate that attracts, retains, and motivates a highly ugulified, diverse staff.Image: Consensus of the success of the agency.Image: Consensus of the success of the consensus of the 		\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
that attracts, retains, and motivates a highly qualified, diverse staff.Image: Constraint on the state of t	team, helping build consensus, sharing information and contributing to the overall success of the	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	0
service orientation culture.OOOOOTakes prompt and effective action to address issues andOOOOO	that attracts, retains, and motivates a highly qualified, diverse	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
effective action to address issues and	service orientation	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
	effective action to address issues and	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc

	Exceeds Expectations	Exceeds/Meets	Meets Expectations	Meets/Needs	Needs Improvement	N/A- Don't Know
Responds appropriately to critical incidents, emergencies, unexpected situations and anomalies.	0	0	0	0	\bigcirc	\bigcirc
Is an effective coach, in giving praise and taking corrective action.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Is open to suggestions, guidance, and change.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Accepts responsibility for own actions and those of staff.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Conveys a comprehensive sense of "the big picture" and how my division's work contributes to the success of that picture.	\bigcirc	\bigcirc	\bigcirc	0	\bigcirc	0
Makes consistent and clear decisions (so I know what to expect).	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Is knowledgeable regarding the operations of a productive office environment.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc
Builds morale among staff and volunteers.	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc	\bigcirc

2. Please provide comments as needed to support your ratings above.