



Bob Roth, Chair Herb Atchison, Vice Chair Bob Fifer, Secretary John Diak, Treasurer Elise Jones, Immediate Past Chair

#### **AGENDA**

# PERFORMANCE AND ENGAGEMENT COMMITTEE WEDNESDAY, MAY 17, 2017 WOLF CREEK PASS CONFERENCE ROOM 1290 Broadway

→ 5:30 PM ←

- 1. Call to Order
- 2. <u>Summary of April 5, 2017 Performance and Engagement Committee meeting</u> (Attachment A)

#### **ACTION ITEM**

 \*Discussion of Board Collaborative Assessment (Attachment B) Jerry Stigall, Director, Organizational Development

#### INFORMATIONAL ITEMS

- 4. <u>Draft Board workshop agenda</u> (Attachment C) Douglas W. Rex, Acting Executive Director
- 5. Executive director recruitment update

#### **ADMINISTRATIVE ITEMS**

- 6. Report of the Chair
- 7. Report of the Executive Director
- 8. Other Matters by Members
- 9. Next Meeting June 7, 2017
- 10. Adjournment

#### \*Action requested

Persons in need of auxiliary aids or services, such as interpretation services or assisted listening devices, are asked to contact DRCOG at least 48 hours in advance of the meeting by calling (303) 480-6701.







## SUMMARY PERFORMANCE AND ENGAGEMENT COMMITTEE Wednesday, April 5, 2017

#### Present:

Bob Fifer, Chair Arvada

Eva Henry Adams County

Bob Roth Aurora
David Beacom Broomfield
George Teal Castle Rock
Rick Teter Commerce City

Robin Kniech Denver Steve Conklin Edgewater

Ron Rakowsky Greenwood Village

Phil Cernanec Littleton
Colleen Whitlow Mead

Herb Atchison Westminster

Others Present: Doug Rex, Director, Transportation Planning & Operations; Connie Garcia, Executive Assistant/Board Coordinator, and DRCOG staff.

Chair Bob Fifer called the meeting to order at 4:00 p.m. with a quorum present.

Summary of March 1, 2017 Performance and Engagement Committee meeting
The summary was accepted with an addition noted by Director Cernanec to add his name
to the list of individuals that expressed interest in serving on the executive director
recruitment subcommittee.

#### Discussion of Board workshop agenda

Doug Rex briefly reviewed the draft workshop agenda included in the agenda packet. He noted the tentative workshop venue is the Colorado Springs Marriott. The Friday afternoon mini-sessions were discussed.

Members were asked if there were additional ideas for the sessions. Suggestions included:

- a mini-session on advocacy training
- survey members about interest in mini-session topics
- include information on what's going on at the federal level for transportation funding
- members could be provided a topic to consider overnight for discussion at the next day's session
- there should be a clear purpose and outcome for each session, rather than just passing along information
- relationship building is very important
- the sessions should be participatory, not just listening sessions
- innovative projects in the aging arena should be discussed, such as Go Centennial
- teambuilding shouldn't be games, but a scenario-driven problem-solving exercise:
- Board Directors should be leading the sessions
- there is interest in having photo displays of various projects in jurisdictions available

Performance and Engagement Committee Summary April 5, 2017 Page 2

Mr. Rex noted he would consult with staff and provide an updated draft at the next meeting.

#### **Board Collaborative Assessment**

Jerry Stigall asked if there were any questions/revisions for the assessment tool. Directors provided the following comments:

- there are a series of general questions to answer, there should be a space for providing comments:
- there isn't any demographic information (i.e., time on board)
- don't combine the assessment with other email communications
- the comment that a Board officer may contact you if you haven't completed the survey leads to the question of how anonymous the survey is

A revised survey tool will be brought back at the May meeting.

### <u>Discussion of Request for Qualifications for executive director recruitment</u> Members briefly discussed the draft RFQ. Questions/comments included:

 A question was asked about including "DRCOG reserves the right to waive minor omissions, and reserve the right to award all, part or none of the contract."

Director Atchison **moved** to accept the draft Request for Qualifications and release it. The motion was **seconded** and **passed** unanimously.

#### Report of the Chair

No report was provided.

#### Report of the Executive Director

Mr. Rex noted committee appointments for the Finance and Budget and Performance and Engagement committees are postponed until the May Board meeting, due to scheduling for the Nominating Committee. Appointments for the Regional Transportation Committee will move forward at the April Board meeting.

#### Other Matters by Members

- Director Atchison noted that Arvada, Aurora and Westminster are finalists in a Smart Growth Consortium Award for Transportation Planning. If they're selected it will be the first such award in the US.
- Director Fifer noted that RTD will be able to begin testing on the G Line soon.
- Director Cernanec noted 30 people attended the Aging Advocacy training.
- Director Atchison noted the Urban Renewal bill is up for its first committee hearing tomorrow.

#### Next Meeting

The next meeting is scheduled for May 3, 2017

The meeting adjourned at 5:11 p.m.

To: Chair and Members of the Performance and Engagement Committee

From: Douglas W. Rex, Acting Executive Director

303-480-6747 or drex@drcog.org

Meeting Date	Agenda Category	Agenda Item #
May 17, 2017	Action	3

#### **SUBJECT**

DRCOG Board Director Collaboration Assessment Revisions from April Performance & Engagement Committee meeting.

#### PROPOSED ACTION/RECOMMENDATIONS

Review the existing Collaboration Assessment draft recommended by committee members from the April Performance & Engagement Committee meeting.

#### **ACTION BY OTHERS**

In the April Performance & Engagement meeting, committee members provided suggestions for revising the collaboration assessment. The following edits were suggested and made in this version of the assessment:

- Urge Board Directors to provide comments to items in the assessment.
- Clarify anonymity for individual responses.
- Add an item asking Board Directors how long they have been on the DRCOG Board for sorting purposes.

#### SUMMARY

Revisions are in purple text and on pages 2-3. No revisions were made to any other part of the assessment.

#### PREVIOUS DISCUSSIONS/ACTIONS

N/A

#### PROPOSED MOTION

Move to approve (or revise and approve with revisions) the revised version of the Collaboration Assessment.

#### **ATTACHMENT**

Attachment: DRCOG Board Collaboration Assessment- revised April 2017

#### ADDITIONAL INFORMATION

If you have questions about the assessment, please contact Douglas W. Rex, Acting Executive Director, at 303-480-6747, or <a href="mailto:drex@drcog.org">drex@drcog.org</a>; or Jerry Stigall, Director of Organizational Development, at <a href="mailto:istigall@drcog.org">istigall@drcog.org</a>, or 303-480-6780.



#### **DRCOG Board Collaboration Assessment - 2017**

#### Introduction

The Board Collaboration Assessment is a continuous improvement tool to help the DRCOG Board refine their governance process using input exclusively from its own Board Directors. The assessment will be administered yearly to provide Board Directors feedback and recommended actions for improving collaboration. Individual responses are not revealed and only aggregated results will be shared with all Board Directors.

#### **Comments**

A comments box is provided after each section of the assessment. To improve the assessment results, please take time to complete the "comment" section and provide specific examples and situations that impacted your evaluation. The comments are essential in evaluating the assessment results. We value your insights, experience and help in improving DRCOG.

The survey administrator, Jerry Stigall, is the only person who has access to responses from individual Board Directors. Verbatim comments will be provided to all Board directors in the final report but the individual Board Director providing comments will not be noted in the report.

#### Instructions

The estimated time to complete the assessment is 15-20 minutes. Since all questions require a response you will need to complete the assessment in one session. You must click 'Submit' at the bottom of the page to ensure your responses are recorded. Please review the items in each section and rate them to the best of your knowledge. Many are broadly stated to include any and all examples you may have knowledge of from attending Board meetings and reading Board Director information provided by DRCOG. In some instances, you will not know the answer and can select Don't Know. That information is also helpful.

#### The assessment site will remain open until midnight June 1.

**Note:** The terms collaborative, members, and group used in this assessment refer to the Board as a whole in their role as a policy-setting and decision-making body. Reference to 'the process' in some survey items relates to Board Director deliberations and the decision making process in general.

The results of the assessment will be presented in the une Board meeting. The Executive Committee would appreciate full participation in this assessment. An Executive Committee member may contact you if you have not completed the assessment as the deadline approaches.

Thank you for your participation!

**DRCOG Board Executive Committee** 

Contact Jerry Stigall at DRCOG for assistance.

Email: jstigall@drcog.org

C: 720.375.1742

#### **Our Mission**

The Denver Regional Council of Governments is a planning organization where local governments collaborate to establish guidelines, set policy and allocate funding in the areas of:

- Transportation and Personal Mobility
  - Growth and Development
  - · Aging and Disability Resources

#### **Our Vision**

Our region is a diverse network of vibrant, connected, lifelong communities with a broad spectrum of housing, transportation and employment, complemented by world-class natural and built environments.

* I have been a DRCOG	Board Direct	tor for:			
Less than 1 year					
1 - 2 years					
3 - 5 years					
6+ years					
* I. Structural Integrity re process. A process tha allocating resources in sufficient opportunity f	t has high s a fair and c	tructural integrity onsistent manner	applies criteria fo , treats all membe	r making dec	isions and
	True	More True than False	More False than True	False	Don't know
The people involved in the process usually are focused on broader goals (outcomes) of the region, rather than individual agendas.					
The process is free of favoritism.					
In the process, everyone has an equal opportunity to influence decisions.	0				
The process responds fairly to the needs of its members.			$\bigcirc$		$\bigcirc$
Decisions made in the process are based on fair criteria.			0		

The allocation of resources is decided	False	True	False	Don't know
airly.	$\bigcirc$	$\bigcirc$		
The criteria for allocations are fairly applied.		$\circ$		
n the process, there s sufficient opportunity to challenge decisions.			$\bigcirc$	
The decisions made in the process are consistent.		$\circ$		
Decisions are based on accurate nformation.		$\bigcirc$		$\bigcirc$

**DRCOG Board Collaboration Assessment** 

	True	More True than False	More False than True	False	Don't know
he process gives ome people more than ney deserve, while hortchanging others.					
n the process, some eople's opinions are ccepted while other eople are asked to ustify themselves.	0				
n the process, strings re being pulled from utside Board iscussions which nfluence important ecisions.	0				
n discussions about ecisions or procedures, ome people are iscounted because of ne rganizations/jurisdictions nat they represent.	0				
ease provide comments for th	ne Authenticit	y section in the space	below.		

II. Strong Leadership reflects the perception the Board has an effective organizing/coordinating body and, is led by committed and effective leaders. The role of the organizing/coordinating body is oprovide a convening location, collaborative environment and relevant information for Board Director deliberation and decision-making.  Note: The first item below regarding Organizer/coordinator refers to DRCOG's role as the convener/convening location. The second item refers to Board Director leadership.  Our collaborative  More True than More False than True False Don't knowhas an effective organizer/coordinator. is led by individuals who are strongly dedicated to the Mission and Vision of DRCOG.  Please provide comments for the Strong Leadership section in the space below.		<b></b>				
Convener/convening location. The second item refers to Board Director leadership.  More True than More False than True False True False Don't know has an effective organizer/coordinator. is led by individuals who are strongly dedicated to the Mission and Vision of DRCOG.	oody and, is led by com o provide a convening	mitted and location, co	effective leaders. Illaborative enviro	The role of the org	ganizing/cooi	dinating body i
More True than False than True  False  True  False  Don't know  False  Don't know  False  Fal		_				as the
True False True False Don't know has an effective organizer/coordinator. is led by individuals who are strongly dedicated to the Mission and Vision of DRCOG.	Our collaborative		More True than	More False than		
organizer/coordinator. is led by individuals who are strongly dedicated to the Mission and Vision of DRCOG.		True			False	Don't know
who are strongly dedicated to the OMIssion and Vision of DRCOG.						
Please provide comments for the Strong Leadership section in the space below.	who are strongly dedicated to the Mission and Vision of				$\bigcirc$	

	True	More True than False	More False than True	False	Don't know
are effective liaisons between their home organizations and our group.			0		
trust each other sufficiently to honestly and accurately share information, perceptions, and feedback.					
are willing to let go of an idea for one that appears to have more merit.			0		$\bigcirc$
are willing to devote the effort necessary to achieve Metro Vision Outcomes.			$\circ$		
ease provide comments	s for the Member	s section in the space	below.		

	True	More True than False	More False than True	False	Don't know
Our group has set ground rules and norms about how we will work together.			0		0
We have a method for communicating the activities and decisions of the group o all members.			0		0
There are clearly					
defined roles for group members. ease provide comments fo	or the Structure	e section in the space	below.		
defined roles for group members.	or the Structure	e section in the space	below.		
defined roles for group members.	or the Structure	e section in the space	below.		
defined roles for group members.	or the Structure	e section in the space	below.		

ur Collaborative					
	True	More True than False	More False than True	False	Don't know
nas accomplished its specific objectives					
nas achieved more han its original objectives.					$\bigcirc$
nas led to new projects or efforts.					
nas achieved extraordinary success.					

	True	More True than False	More False than True	False	Don't know
has led to broader and more meaningful engagement of diverse partners.					
has resulted in the emergence of new leaders committed to collaboration.					$\bigcirc$
has helped improve the way our participating jurisdictions work together.				0	
has increased my knowledge of resources outside of my agency/organization.				$\bigcirc$	
has increased my access to resources outside of my agency/organization for my community.				$\bigcirc$	
lease provide comments fo	or the Commu	nity Involvement & Col	laboration section in th	e space below.	

/III. Outcomes refer to	the extent to	which members	believe the collab	orative has ha	ad an impact on
he outcomes it is targeneeds of residents of a enhance multimodal co Metro Vision 2035)	II ages, inco	mes, and abilities	; Development pa	itterns are eas	y to navigate,
Our Collaborative					
	True	More True than False	More False than True	False	Don't know
is committed to a "no wrong door" approach where any idea can be considered.					
has had an impact on the outcomes it is targeting.					
has resulted in improved outcomes for the population served.		0			

	True	More True than False	More False than True	False	Don't know
nas improved the quality of services for he population served.	0			0	0
nas resulted in more streamlined service provision across participating urisdictions/organizations.	$\bigcirc$			$\bigcirc$	
nas resulted in the creation of a system that s easier for the copulation served to navigate.				$\circ$	
has resulted in a system hat makes it easier for copulation served to access needed services.				$\bigcirc$	
nas resulted in mproved quality of services within my agency/organization due o our participation on he DRCOG Board.					
nas reduced the cost of delivering services for the population served by my agency/organization that are also served by DRCOG.					

More True than More False than  True False True False Don't  as increased the railability of ontinuous and ninterrupted services r the population erved by DRCOG,	n't know
railability of ontinuous and ninterrupted services r the population	
gardless of the nding source.	
as generally led to the seation of more samprehensive services ans for the population streed by participating risdictions/organizations.	
s generally led to the eation of more mprehensive services ans for the population rved by participating	

ur Collaborative		Mana Tuus Aban	Mana Falas Aban		
	True	More True than False	True	False	Don't know
nas led to a reduction in he duplication of overlapping services ocross all participating our serving the region's oppulation.					
nas led to a reduction in the number of professionals providing overlapping pervices for the population erved.	$\bigcirc$				
nas increased the evailability of continuous and uninterrupted ervices for the population erved, regardless of the unding source.	0				
nas resulted in greater ntegration of services for the opulation served.			$\bigcirc$		
nas generally led to the creation of more comprehensive services plans for the population cerved.	$\bigcirc$				
ease provide comments for the	Duplication o	of Services section in t	he space below.		

Our Collaborative					
	True	More True than False	More False than True	False	Don't know
has reduced the costs of delivering services to the population served.					
has resulted in the sharing of costs between jurisdictions/organizations participating in the collaborative.					
ease provide comments for	the Costs sect	on in the space below			
	the Costs sect		Nore False than		
lease provide comments for	True			False	Don't know
lembership Value  My community receives value from being a member of		More True than	Nore False than	False	Don't know
	True	More True than I False	More False than True	False	Don't know
My community receives value from being a member of DRCOG.	True	More True than I False	More False than True	False	Don't know

To: Chair and Members of the Performance and Engagement Committee

From: Douglas W. Rex, Acting Executive Director

303-480-6747 or <a href="mailto:drex@drcog.org">drex@drcog.org</a>

Meeting Date	Agenda Category	Agenda Item #
May 17, 2017	Informational	4

#### **SUBJECT**

This item concerns the draft agenda for the annual DRCOG Board of Directors workshop.

#### PROPOSED ACTION/RECOMMENDATIONS

No action requested, this item is for information only.

#### **ACTION BY OTHERS**

N/A

#### **SUMMARY**

At its April 5 meeting, the Performance and Engagement Committee discussed a draft agenda for the August 25-26 DRCOG Board of Directors Workshop. The committee expressed a desire for the workshop to have clear outcomes and be as interactive as possible.

Staff has created a new "expanded" agenda (attached) for discussion purposes.

#### PREVIOUS DISCUSSIONS/ACTIONS

N/A

#### PROPOSED MOTION

N/A

#### **ATTACHMENT**

Draft Agenda

#### ADDITIONAL INFORMATION

If you have questions, please contact Douglas W. Rex, Acting Executive Director, at 303-480-6747, or <a href="mailto:drex@drcog.org">drex@drcog.org</a>.

## Working Together 2017 BOARD WORKSHOP

#### **AGENDA**

Aug. 25-26, 2017 Colorado Springs Marriott 5580 Tech Center Dr, Colorado Springs, CO 80919

#### The DRCOG Board Workshop presents opportunities for Board Directors and Alternates to:

- Discuss important, upcoming topics or issues for the region;
- Engage with colleagues across the region to share insights into successes and challenges;
- Learn about existing and new products and services underway at DRCOG.
- Have informal, social time to get to know your colleagues 'outside of work';

#### Friday afternoon training sessions (Participants can attend two sessions)

3 – 4 p.m. Session 1 4:15 – 5:15 p.m. Session 2

For newer members or those who just want a quick refresher, in-service training includes abbreviated versions of the following:

- Area Agency on Aging mini course
- Metro Vision mini course
- Transportation planning mini course

#### **Friday evening**

5:30 p.m. Chair's remarks

5:45 – 7:30 p.m. Social time, networking with Directors and key staff

7:30 – 9 p.m. Dinner

#### **Saturday morning**

7 a.m. Breakfast

8 – 9 a.m. Review and discussion of the 2018 strategic initiatives

The Board will adopt the 2018 budget no later than November 2017. The purpose of this review and discussion is to suggest any changes to the draft strategic initiatives to be included in the planned budget.

During this session, Directors will review and discuss 2018 strategic initiatives. Among the topics to be discussed, DRCOG staff would like Directors to share their initial thoughts on existing data and technology initiatives that may be expanded in the coming years to provide value beyond the original regional planning business needs (i.e. fee for service concepts).

#### **Plenary sessions:**

#### 9:15 – 10:30 a.m. Transportation for Older Adults

Getting older adults and other vulnerable populations (low-income, veterans, individuals with disabilities) where they need to go is a regionally critical issue for DRCOG. Within the DRCOG region, the senior population is growing much faster than the general population. By 2040, the number of area residents 60 and older is expected to almost double and those 75 and older are forecast to increase by 200 percent (from 2015). Changing demographics, as well as many older adults choosing to age in place, will create the need for the region's communities to improve accessibility and expand transportation services for the aging population.

DRCOG funds and coordinates transportation services for older adults and helps communities plan for an aging population. Board Directors will be asked to share their experiences, best practices and suggestions for dealing with this regional challenge.

#### **Activity**:

- 15 minutes Staff presentation
- 10 minutes Individually list the major issues facing your community regarding transportation for older adults and write each on a post-it note
  - Place each post-it on the flipchart/wall
- 5 minutes Sort the responses and organize the post-it notes into themes to the extent they exist. Place duplicates on top of one another and place similar ideas next to each other
- 45 minutes Begin a discussion using the questions below.
  - A DRCOG staff person will compile the post-it notes into a document which will be distributed after the Board workshop.

#### **Group Process Questions:**

- What are the common issues our community shares with other DRCOG member jurisdictions?
- How might this influence the priorities we set as a Board?
- Where could we partner, and combine input, resources, etc. to get a better return for our efforts?
- How could we get our partnership started?

#### 10:45 a.m. – noon Focus Areas for the 2020-2023 Transportation Improvement Program (TIP)

The TIP Review Work Group encouraged the Board to develop specific goals or focus areas for what it hopes to accomplish in the next TIP call for projects. In this session, the Board will finalize its TIP focus areas at the Workshop so overarching project/program scoring criteria can be developed ahead of the call for projects in early 2018.

#### **Activity:**

- 10 minutes Staff Presentation: Review previous Board work session discussions.
- 15 minutes Lead breakout groups through paired comparison analysis to prioritize themes and objectives
- 10 minutes Get agreement from all group members on the final priority
- 30 minutes Have each group present their prioritized list to the large group for comparison/discussion
- 10 minutes Try to gain agreement across all sub groups on the final prioritization of themes and objectives
- DRCOG Staff will finalize and distribute after the workshop

#### **Group Process Question:**

 How should the Board utilize DRCOG's transportation funds to make life better in the Denver region?

#### 12:15 – 1:30 p.m. Lunch (Community Caucuses)

This time is set aside for communities to discuss common threads, challenges and opportunities to support one another and identify any opportunities for DRCOG to be more supportive.

#### **Activity:**

- Informal discussion
- Tables will be arranged so that like-sized communities will be seated at the same tables.
- DRCOG will provide topic suggestions on index cards

#### 1:45 – 3 p.m. Technology and Planning: DRCOG's "Cool Tools" in Action

At the 2015 Board Workshop, DRCOG staff shared a variety of tools and technologies being developed or rolled out. Since that time, DRCOG has invested time and resources to continue the development, deployment, and evaluation of innovative and state-of-the-art tools and technologies to support our regional planning functions. In this session, Board Directors will learn more about our regional planning tools that are rooted in data and technology, including why they are critical to our work. Directors will be asked to offer guidance to staff on how these data and tools might provide additional value beyond supporting regional planning efforts and Board decision-making, but also as potential resources for other regional and local planning initiatives.

#### **Activity:**

- 20 minutes Staff presentation: "Cool Tools" update
  - Staff will provide an overview of tools and technologies that are currently in use and/or under development.

- 10 minutes Staff observations on potential initiatives to increase value to Board and local communities
  - Staff will describe initial thinking on methods for increasing the value of tools, data and technologies developed to support regional planning efforts.
- 45 minutes Director feedback on potential initiatives

#### **Group Process questions:**

- How can DRCOG support jurisdictions in local and sub-regional scenario planning efforts?
- Are Directors interested in using DRCOG's data visualization applications to assist with messaging within their jurisdictions?
- Would Directors find value in DRCOG staff preparing localized economic reports and analyses? If so, what economic information would be most useful?

Wrap-up at approximately 3 p.m.