

Board Assessment Report For (Sample) Organization



This is a sample report of a self-assessment administered by inTEgro to a hospital Board. It reflects board members' assessment of 4 categories:

- ❖ Organization health and performance
- ❖ The Board's governance role
- ❖ Board practices and effectiveness
- ❖ Board member self assessment of engagement and effectiveness in a board role.

Questions are customizable, and in most cases conclude with questions requesting short narrative responses. Results are compiled by inTEgro, Inc. anonymously and customarily integrated with board retreats and planning events facilitated by inTEgro.

Contact Al Watts at inTEgro to learn more:

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Sample Board Assessment Report

Scales/Items	N	Average Response Graph					Response Distribution (N)							
		0	1	2	3	4	5	V Poor 1	Poor 2	Fair 3	Good 4	Excel 5	DK	
Organization Performance (Overall)														
All Respondents		4.00						0	1	19	85	23	7	
1. Overall organizational health of (Sample.)														
All Respondents	9	4.00						0	0	0	9	0	0	
2. Performance expectations for (SAMPLE) in the coming year.														
All Respondents	9	4.00						0	0	0	9	0	0	
3. Performance expectations for (SAMPLE) in three years.														
All Respondents	8	4.13						0	0	1	5	2	1	
4. Degree that (SAMPLE) is meeting the community's needs.														
All Respondents	9	3.78						0	0	3	5	1	0	
5. Quality of care delivered by (SAMPLE).														
All Respondents	9	4.33						0	0	1	4	4	0	
6. Engagement of the medical staff.														
All Respondents	9	4.11						0	0	1	6	2	0	
7. Overall quality of (SAMPLE) staff.														
All Respondents	9	3.89						0	0	2	6	1	0	
8. (SAMPLE) staff morale.														
All Respondents	8	3.63						0	0	3	5	0	1	
9. (SAMPLE) ethical tone, and compliance with laws and regulations.														
All Respondents	9	4.67						0	0	0	3	6	0	
10. (SAMPLE) financial performance.														
All Respondents	9	4.22						0	0	1	5	3	0	
11. (SAMPLE) ability to meet the goals it sets.														
All Respondents	9	4.00						0	0	1	7	1	0	
12. (SAMPLE) understanding of trends and issues that could affect long-term organizational health and performance.														
All Respondents	9	4.00						0	0	3	3	3	0	
13. Quality of (SAMPLE) strategic plan.														
All Respondents	8	4.00						0	0	0	8	0	1	
14. Effectiveness of (SAMPLE) senior leadership.														
All Respondents	8	4.00						0	0	0	8	0	1	
15. (SAMPLE) leadership succession plans.														
All Respondents	6	3.17						0	1	3	2	0	3	

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		0	1	2	3	4	5	V Poor 1	Poor 2	Fair 3	Good 4	Excel 5	DK	
Board Governance Role (Overall)														
All Respondents		4.00						0	5	26	68	11	5	
16. Representation of community interests.														
All Respondents	9	4.00						0	0	0	9	0	0	
17. Board member understanding of member roles and responsibilities.														
All Respondents	9	3.33						0	1	4	4	0	0	
18. Board role raising funds and assuring adequate financial resources.														
All Respondents	7	3.00						0	1	5	1	0	2	
19. Board promotion of (SAMPLE) to the community.														
All Respondents	9	3.89						0	0	3	4	2	0	
20. Appropriate input in medical staff credentialing.														
All Respondents	8	3.50						0	1	3	3	1	0	
21. Board role in CEO feedback and performance evaluation.														
All Respondents	9	3.50						0	1	1	6	1	0	
22. Board role in (SAMPLE) CEO selection and leadership succession														
All Respondents	6	3.50						0	1	1	4	0	2	
23. Board monitoring of (SAMPLE) performance against key														
All Respondents	9	3.89						0	0	2	6	1	0	
24. Oversight of (SAMPLE) legal/regulatory compliance and ethical practices.														
All Respondents	8	3.63						0	0	3	5	0	1	
25. Oversight of financial position and practices.														
All Respondents	9	4.11						0	0	0	8	1	0	
26. Oversight of (SAMPLE) care quality.														
All Respondents	9	3.89						0	0	2	6	1	0	
27. Involvement in (SAMPLE) strategic planning.														
All Respondents	9	3.89						0	0	2	6	1	0	
28. Maintaining an appropriate governance role vs. too much involvement in operations.														
All Respondents	9	4.33						0	0	0	6	3	0	

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		0	1	2	3	4	5	V Poor 1	Poor 2	Fair 3	Good 4	Excel 5	DK	
Board Practices and Effectiveness (Overall)														
All Respondents		3.90						0	3	58	168	37	4	
29. Clear, well-written by-laws.														
All Respondents	8	3.75						0	0	2	6	0	1	
30. Board adherence to conflict of interest and other ethical guidelines.														
All Respondents	9	4.11						0	0	1	6	2	0	
31. Board effectiveness recruiting and orienting new Board members														
All Respondents	9	3.67						0	1	2	5	1	0	
32. Expertise and balanced perspectives that Board members contribute.														
All Respondents	9	4.00						0	0	1	7	1	0	
33. Independence and objectivity of Board members.														
All Respondents	9	3.89						0	0	2	6	1	0	
34. Board meetings well-run and organized.														
All Respondents	9	4.22						0	0	1	5	3	0	
35. Quality of information that the Board receives from administration and staff.														
All Respondents	9	3.67						0	0	4	4	1	0	
36. Board understanding of health care and trends and issues that could affect long-term (SAMPLE) health and performance.														
All Respondents	9	3.56						0	0	4	5	0	0	
37. Board ability to challenge and engage in critical thinking.														
All Respondents	9	3.78						0	0	2	7	0	0	
38. Quality of Board conversation and dialog.														
All Respondents	9	3.78						0	0	3	5	1	0	
39. Board ability to engage in difficult conversations.														
All Respondents	9	4.11						0	0	1	6	2	0	
40. Board conflict management skills and ability to reach consensus.														
All Respondents	9	4.22						0	0	0	7	2	0	
41. Board ability to make timely decisions.														
All Respondents	9	4.22						0	0	0	7	2	0	
42. Board member preparation before meetings.														
All Respondents	9	3.44						0	0	5	4	0	0	
43. Continuity of communication and work between Board meetings.														
All Respondents	9	3.56						0	0	5	3	1	0	

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44. Board use of financial measures to assess performance and provide oversight. All Respondents	8	4.13					0	0	0	7	1	1
45. Board use of appropriate quality measures to assess performance and provide oversight. All Respondents	9	3.89					0	0	2	6	1	0
46. Board size and structure. All Respondents	9	4.44					0	0	0	5	4	0
47. Board committee structure and effectiveness. All Respondents	9	3.56					0	0	4	5	0	0
48. Openness and candor of Board discussion. All Respondents	9	4.00					0	0	1	7	1	0
49. Board ability to confront realities that could affect long-term (SAMPLE) performance. All Respondents	9	3.89					0	0	2	6	1	0
50. Board understanding of (SAMPLE) organization and operations. All Respondents	9	3.89					0	0	3	4	2	0
51. Board development and Board member education/orientation. All Respondents	9	3.56					0	1	3	4	1	0
52. Member attendance and participation. All Respondents	9	4.44					0	0	0	5	4	0
53. Ongoing Board communication with CEO regarding goals and progress. All Respondents	9	4.11					0	0	1	6	2	0
54. Board familiarity and appropriate communication with (SAMPLE) management and staff. All Respondents	9	3.78					0	0	2	7	0	0
55. Board member knowledge of the community and community needs. All Respondents	9	4.22					0	0	0	7	2	0
56. Board leadership effectiveness. All Respondents	9	4.11					0	0	0	8	1	0
57. Board self-assessment practices. All Respondents	8	3.25					0	1	4	3	0	1
58. This Board is operating at its full potential. All Respondents	8	3.63					0	0	3	5	0	1

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		0	1	2	3	4	5	V Poor 1	Poor 2	Fair 3	Good 4	Excel 5	DK	
Individual Assessment (Overall)														
All Respondents		4.00						0	0	5	33	16		
59. Level of my personal engagement in (SAMPLE)'s Vision and direction. All Respondents		4.1						0	0	0	8	1		
60. My personal level of involvement and participation in Board activities and meetings. All Respondents	9	4.44						0	0	0	5	4		
61. My level of knowledge compared to what a Board member should know. All Respondents	9	4.00						0	0	3	3	3		
62. My personal preparation for Board meetings and what will be discussed. All Respondents	9	4.11						0	0	1	6	2		
64. Service on this Board is a fulfilling, satisfying experience for me. All Respondents	9	4.44						0	0	0	5	4		
65. My overall contributions to Board effectiveness. All Respondents	9	4.11						0	0	1	6	2		