**ED PERFORMANCE REVIEW - STAKEHOLDER SURVEY**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The role of the Executive Director is critical to the success of [ORGANIZATION]. As a key and respected stakeholder, the Board of Directors is seeking your feedback with regards to the work of our Executive Director. We would appreciate if you would complete this survey to help both our organization, and our Executive Director, further strengthen our ability to achieve our goals. Questions are focused on two specific areas: (1) what our ED does well or needs to improve on when building relationships with your organization; and (2) how our ED represents [ORGANIZATION] in the community. Your responses will be kept confidential. The report of survey results will be in general terms and will not identify individuals.

The goal of this survey is to provide constructive feedback in a positive manner. We appreciate your willingness to share your time, insight and support as we work through this process.

Thank you for completing this survey by [DATE].

**SECTION 1: KEY COMPTENCY AREAS**

*Please select a rating for each of the key competencies listed below. Using the following rating scale:*

1 - Almost Never 2 - Not Very Often 3 - Some of the Time 4 - Most of the Time 5 - Almost Always

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **1** | **2** | **3** | **4** | **5** |
| The ED leads by example and follows through on commitments |  |  |  |  |  |
| The ED inspires and motivates the staff |  |  |  |  |  |
| The ED effectively accepts feedback from others |  |  |  |  |  |
| The ED is committed to the success of their employees |  |  |  |  |  |
| The ED seeks new opportunities to accomplish the organization’s goals |  |  |  |  |  |
| The ED encourages new ways of getting the job done |  |  |  |  |  |
| The ED effectively manages the organization’s finances |  |  |  |  |  |
| The ED maintains productive relationships with the board |  |  |  |  |  |
| The ED is committed to the success of the organization’s programs and services |  |  |  |  |  |
| The ED has an effective approach for reaching the organization’s strategic goals |  |  |  |  |  |
| The ED is an effective communicator with the staff and community |  |  |  |  |  |
| The ED handles difficult situations with diplomacy and sound judgement |  |  |  |  |  |
| The ED garners community support for the organization |  |  |  |  |  |
| The ED clearly explains the organization’s strategic goals |  |  |  |  |  |
| The ED successfully represents the organization’s vision, goals and programs |  |  |  |  |  |
| The ED promotes clarity and transparency within the organization |  |  |  |  |  |

**SECTION 2: GENERAL PERFORMANCE**

*Please share your thoughts on the following:*

1. How does the Executive Director represent [ORGANIZATION] and priorities in the community?
2. What specifically does our Executive Director do to serve and further your relationship with [ORGANIZATION]?

**SECTION 3: ADDITIONAL COMMENTS**

*Please share any comments you may have that support your responses, or any additional information that you feel is important.*