

**NEIGHBORHOOD HEALTH PLAN OF RHODE ISLAND
2010 BOARD SELF ASSESSMENT QUESTIONNAIRE**

1. Neighborhood will be using a survey instrument very similar to the one used in 2004 and 2007
2. The survey will be administered via the web using www.surveymonkey.com
3. Board members will have until November 30, 2010 to respond
4. All responses will be kept confidential
5. Results will be analyzed in April and reviewed by the Nominating Committee and the Board of Directors

BOARD RESPONSIBILITY

How satisfied are you that the board:	ASSESSMENT			
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
1. Has adopted a mission statement that appropriately defines the organization's purpose for the foreseeable future?	1	2	3	4
2. Has clarified the values and standards that should guide operations and organizational behavior?	1	2	3	4
3. Has appropriately defined the organization's strategic direction, long-term goals, and overall priorities for advancing the mission, vision, and values?	1	2	3	4
4. Understands the significant risks, threats and opportunities facing the organization and is constructively engaged with management in strategy development?	1	2	3	4
5. Governs and sets policies on behalf all of key stakeholders and the communities served by the organization?	1	2	3	4
6. Ensures legal integrity?	1	2	3	4
7. Ensures financial integrity by adopting an income strategy to ensure adequate resources?	1	2	3	4
8. Ensures organizational accountability?	1	2	3	4
9. Monitors and tracks performance against the organization's strategic objectives?	1	2	3	4
10. Has a plan in place to address CEO and Board Chair succession?	1	2	3	4

RESPONSIBILITIES OF INDIVIDUAL DIRECTORS

How satisfied are you that all directors:	ASSESSMENT			
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
11. Understand and support the organization’s mission and values?	1	2	3	4
12. Support and abide by the policies and decisions of the board?	1	2	3	4
13. Adequately understand and fairly represent the interests of the organization’s diverse stakeholders and the communities it serves?	1	2	3	4
14. Use their relationships, contacts, and experience outside the boardroom to assist management in achieving organizational objectives?	1	2	3	4
15. Respect and maintain confidentiality?	1	2	3	4
16. Add value to the organization?	1	2	3	4

BOARD OPERATIONS AND FUNCTIONING

How satisfied are you that:	ASSESSMENT			
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
17. The board has adequately defined its approach to governance and has composed a description of specific duties, goals and objectives for itself, against which it measures its performance?	1	2	3	4
18. The board spends most of its time addressing significant, long-term policy issues that are relevant to the organization’s strategic objectives and interests?	1	2	3	4
19. Board meetings are interesting and productive?	1	2	3	4
20. Each committee has a stated purpose and an annual work plan?	1	2	3	4
21. Committee assignments reflect the interests, experience, and skills of board members?	1	2	3	4
22. The information the board receives from its committees and management is understandable, accurate, appropriate, and timely?	1	2	3	4
23. The atmosphere among board members is one of mutual trust and openness that promotes open dialogue and rigorous debate?	1	2	3	4
24. Decision-making is participative with all board members appropriately engaged and contributing?	1	2	3	4
25. All directors share ownership of board decisions and speak with one voice in explaining and supporting those decisions?	1	2	3	4

BOARD DEVELOPMENT

How satisfied are you that:	ASSESSMENT			
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
26. The board’s composition includes the diversity, experience, and perspectives needed by the organization?	1	2	3	4
27. The board cultivates and recruits candidates who possess the qualities needed to strengthen board composition?	1	2	3	4
28. Policies for length of service and rotation of board members are appropriate?	1	2	3	4
29. All board members understand the job of the board and their responsibilities as board members?	1	2	3	4
30. All board members have a sufficient understanding of the organization’s programs and services?	1	2	3	4
31. The board regularly examines the integrity, discipline, and effectiveness of its own structure, processes, and procedures?	1	2	3	4
32. Board members are provided with a comprehensive orientation and appropriate opportunities for ongoing education?	1	2	3	4
33. All board members understand and adhere to the conflict of interest policy, both in fact and appearance?	1	2	3	4
34. The conflict of interest policy is discussed regularly?	1	2	3	4

BOARD/CEO PARTNERSHIP

How satisfied are you that:	ASSESSMENT			
	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied
35. There is an effective board/CEO working relationship built on mutual trust and respect?	1	2	3	4
36. The respective roles and responsibilities of the board and CEO/staff are clearly defined and understood?	1	2	3	4
37. All of the board’s expectations of the CEO are explicit and documented in writing?	1	2	3	4
38. The board has empowered the CEO to operationalize the strategic plan?	1	2	3	4
39. The board speaks to the staff with one voice through the CEO?	1	2	3	4
40. The board holds the CEO solely and fully accountable for achievement of policies established by the board?	1	2	3	4
41. The board avoids interfering with the CEO’s management of the organization?	1	2	3	4
42. The board receives adequate information for effective oversight of the implementation of board policies?	1	2	3	4
43. Board policies provide for appropriate direction and feedback to, and oversight of, the CEO?	1	2	3	4
44. The board’s annual evaluation of the CEO appropriately measures CEO and organizational performance against board-approved objectives in systematic, comprehensive and fair way?	1	2	3	4

45. In your opinion, what are the one or two *major strengths* of the board?

46. In your opinion, what are the one or two *major weaknesses* of the board?

47. What issues do you think made good use of board time during the past year?

48. What issues wasted board time during the past year?

49. What issues do you think should occupy the board's time and attention during the coming year?

50. What information – whether about the organization, the field (such as health care reform), nonprofit management or nonprofit boards – would you like to get to help you be a better board member?

51. What additional training would you like to see added this year?

52. What suggestions do you have to improve the orientation process for board members?

53. What is one thing the board can do to improve its performance?

54. Do you have any other comments or suggestions?