



WVPCA Self-Assessment

This self-assessment is designed to help the WVPCA board members assess our performance and identify priorities for board activities going forward. This combination of performance assessment and priority-setting will provide the greatest benefit for the organization. You are encouraged to include comments.

Board Function: Mission	Poor	Fair	OK	Good	Excellent
Support the WVPCA mission					
Agree on how the WVPCA should fulfill its mission					
Periodically review the mission to assure it is appropriate					
Articulate a vision that is different from the mission					
Use the mission and vision to drive decisions					
How can the board do better in these areas?					

Board Function: Strategy	Poor	Fair	OK	Good	Excellent
Setting the WVPCA strategic direction in partnership with CEO					
Focus regularly on strategic and policy issues versus operational issues					
Understanding the needs of the WVPCA members and stakeholders					
Assess and respond to changes in the healthcare environment					
Engage in an effective strategic planning process					
Track progress toward meeting goals					
How can the board do better in this area?					

Board Function: Policy and Public Image	Poor	Fair	OK	Good	Excellent
Building a positive image of the WVPCA					
Networking to establish collaborations and partnerships with other organizations					
Ensuring an effective process to develop the WVPCA public policy issues positions					
Defining the role of board members related to advocacy and public policy activities					
How can the board do better in this area?					

Board Function: Board Composition	Poor	Fair	OK	Good	Excellent
Effectively orienting new board members					
Utilizing skills and talents of individual board members					
Board size is appropriate					
How can the board do better in this area?					

Board Function: Program Oversight	Poor	Fair	OK	Good	Excellent
Being knowledgeable about the WVPCA products and services					
Ensuring board receives sufficient information related to products and services					
Obtaining adequate information from WVPCA staff to make board decisions					
Ensuring WVPCA has adequate infrastructure, such as staff, facilities, technology					
Monitoring the quality of WVPCA products and services					
How can the board do better in this area?					

Board Function: Financial Oversight	Poor	Fair	OK	Good	Excellent
Ensuring the annual budget reflects the WVPCA priorities					
Reviewing and understanding financial reports					
Monitoring the WVPCA financial health					
Review the results of the independent financial audit					
Establishing and reviewing the WVPCA investment policies					
Ensuring the insurance carried by the WVPCA is reviewed periodically					
Ensuring the WVPCA has policies to manage risks, internal controls, personnel policies, emergency preparedness					
How can the board do better in this area?					

Board Function: CEO Oversight	Poor	Fair	OK	Good	Excellent
Cultivate climate of mutual trust and respect between the board and CEO					
Discuss and constructively challenge recommendations made by the CEO					
Formally assess the CEOs performance					
Ensure the CEO is appropriately compensated					
Planning for the absence or departure of the CEO					
How can the board do better in this area?					

Board Function: Board Structure	Poor	Fair	OK	Good	Excellent
Carrying out the board's legal duties					
Defining responsibilities and setting expectations for board member performance					
Respecting the distinct roles of the CEO, board and staff					
Implementing steps to improve governance and the performance of the board, e.g. education, evaluation					
Periodically reviewing and updating the bylaws, board policies					
Reviewing committee structure to ensure it supports the work of the board					
Following and enforcing conflict of interest policy					
How can the board do better in this area?					

Board Function: Meetings	Poor	Fair	OK	Good	Excellent
Fostering an environment that builds trust and respect among board members					
Establishing and enforcing policies related to board member attendance					
Preparing for board meetings. eg. reading material in advance					
Using effective meeting practices, such as setting clear agendas, good facilitation, managing time well					
Allowing adequate time for board members to ask questions and explore issues					
Efficiently making decisions and taking action when needed					
Engaging all board members in the work of the board					
Understanding the need to base decisions on the collective good of the WVPCA					
How can the board do better in this area?					