

**Oregon Board of Forestry
Governance Performance Measure
Best Practices Performance Self-Evaluation Input Form**

Performance Measure: Percent of total best practices met by the Board.

Target: 100%

Period: Annual

ODF Key Performance Measure: #22

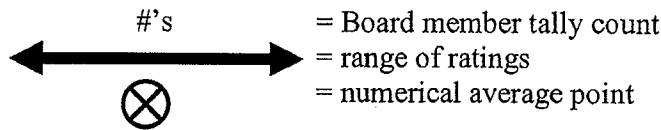
Board Adopted: September 6, 2006

Version: 2008 v1.3

Summary of Individual Board Member Evaluations – May 28, 2008

B. Best Practices Criteria Evaluation:

Key: Within each criteria:



Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<p>1. Executive Director’s performance expectations are current. <i>The Board understands this to mean that the State Forester’s Position Description is current.</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - Because I have not seen the Position Description, I do not have a basis for accurately answering this. I consider this to be a consequence of being new to the board. If there was an “uncertain” box, I would check it. - Started but didn’t complete review of description. 	2	3	0	0
<p>2. Executive Director’s performance has been evaluated in the last year. <i>The Board understands this to mean that the State Forester’s Position Description is current and that the annual performance appraisal has been completed.</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - I participated in a review during the Klamath Falls meeting fall of 2007. 	3	3	0	0
<p>3. The agency’s mission and high-level goals are current and applicable. <i>The Board understands this to mean that the Board’s Forestry Program for Oregon and Oregon Forest Practices Act/Rules are current.</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - While I believe this to be true, there seems to also be a need for updating. EG FPA is grounded in science, some of which I feel the board and dept. have not fully kept current on. Given that the 	2	4	0	0

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<p>FPA is cited here I am puzzled that the FMP for State Forests is not also listed.</p> <ul style="list-style-type: none"> - But needs to include FMP. - A few FPA stream rules are in process and we continue to review the FPFO as we prepare for the next update. 				
<p>4. The board reviews the <i>Annual Performance Progress Report</i>. The Board understands this to mean that the Board reviews the report annually as a meeting agenda item.</p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - I am not yet aware of this, presumably due to newness. 	2	3	0	0
<p>5. The board is appropriately involved in review of agency's key communications. The Board understands this to mean agency and Board communications at a policy level, versus a day-to-day operating level.</p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - Occasionally the board has not been involved, or been able to review in a timely fashion, a department response to a major issue. - The agency is reporting to the Governor on a number of issues relevant to the BOF. There is not always communication with the BOF on these policy communications. - But need to improve alignment between ODF communication of BOF policy 	1	4	1	0
<p>6. The board is appropriately involved in policy-making activities. The Board understands this to mean those policy activities that particularly have a statewide perspective, including holding Board meetings at different geographic locations around the state.</p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - I believe we have proper mix of locations and over my term we will have visited most regions of the State of Oregon. - It seems that the Oregon Commission model is not being followed with the BOF. The Governor treats the State Forester as part of his cabinet. This creates a governance issue between the State Forester and the BOF. - I am concerned that vagueness in the State Forests FMP may lead to policy decisions being made by staff through the implementation plans, instead of by the Board. 	2	3	1	0

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- But room for improvement in effectiveness of BOF policy making role.				
7. The agency's policy option packages are aligned with their mission and goals. <i>The Board understands this to mean the packages included in the biennial budget process as part of the Agency Request Budget.</i> <u>Comments:</u> - I have been impressed by the good coordination of this. - Look forward to implementation of improved plans to best achieve this.	3	3	0	0
8. The board reviews all proposed budgets. <i>The Board understands this to mean the Department of Forestry's biennial budget at the Agency Request Budget level.</i> <u>Comments:</u> - BOF receives thorough briefings regarding the budget at every stage of budget development.	3	3	0	0
9. The board periodically reviews key financial information and audit findings. <i>The Board understands this to mean significant financial issues and as audits are released. By way of example, this would include the 2007 D.L. Phipps Nursery situation or the \$10 million State Forests Funds situation.</i> <u>Comments:</u> - But have concerns that BOF not equipped to minimize Phipps Nursery losses.	3	3	0	0
10. The board is appropriately accounting for resources. <i>The Board understands this to mean critical issues relating to human, financial, material and facilities resources by providing oversight in these areas. This means that the Board receives briefings on such issues as succession management, vacancies, the budget, and financial effects of the fire program.</i> <u>Comments:</u> - There have been times when the Board was informed of significant changes after others outside the agency were informed. These instances are rare and included special circumstances. - We do get briefings in these areas. We might be better assured	0	6	0	0

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<p>that policy direction remains intact if the board participates a bit more in directing decisions relating to tradeoffs when resources are tight. e.g. giving input on alternative choices.</p> <ul style="list-style-type: none"> - Not sure BOF understands succession management. 				
<p>11. The agency adheres to accounting rules and other relevant financial controls. <i>The Board understands this to mean the receipt of the annual statewide audit report from Secretary of State which highlights any variances in accounting rules or significant control weaknesses.</i></p> <p><u>Comments:</u></p>	2 ←→	4 ⊗	0	0
<p>12. Board members act in accordance with their roles as public representatives. <i>The Board understands this to mean that they follow public meeting rules, the standard of conduct for Board members, and the public input process. Members received training and information from the Governor's Office upon appointment.</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - With the support and help of ODF, the Board has kept on track with this requirement. I still need to attend the governor's training session this September and I am looking forward to it. 	4 ←→ ⊗	2	0	0
<p>13. The board coordinates with others where responsibilities and interests overlap. <i>The Board understands this to mean other public agencies and boards with statutory authority connections or overlaps, e.g. the Forest Trust Land Counties, the Oregon Environmental Quality Commission/Department of Environmental Quality; the Oregon Fish and Wildlife Commission/Department of Fish and Wildlife; the State Land Board; local fire districts; the United States Forest Service; the Bureau of Land Management..</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - I think this will become more apparent after the Federal Lands report. - While I see this happening, I feel that there is room for improvement here. - Coordination with other agencies and interests is critically important. We gain knowledge, efficiency, effectiveness and support for decisions. We need to continue to look for these opportunities for synergy and learning. - But think BOF/ODF can do better. 	4 ←→ ⊗	2	0	0

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<p>14. The board members identify and attend appropriate training sessions. <i>The Board understands this to mean the workshops, symposia, and field tours that accompany some Board meetings, and that the Board receives adequate technical information.</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - The DOF does a tremendous job at providing thoughtful thorough information both in written materials, workshops and field tours. - Field tours provide particularly good opportunities to observe and better understand issues that we directly oversee and related topic. 	4	2	0	0
	←→			
	⊗			
<p>15. The board reviews its management practices to ensure best practices are utilized. <i>The Board understands this to mean carrying out this self-evaluation on an annual basis, conducting the annual Board work plan status check, and by conducting the periodic scan of issues on a biennial basis.</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - Suspect room for improvement. 	4	2	0	0
	←→			
	⊗			
<p><i>Listed below is an additional best practice for the Board of Forestry; not included in calculating the percentage adherence to best practices.</i></p>				
<p>16. The board values public input and transparency in conducting its work through outreach to and engagement of stakeholders and by using its work plan communication tools. The board also values input and communications with its standing advisory committees, special ad hoc committees and panels and external committees with board interests.</p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - Input from stakeholders and interested parties has been extremely useful. On occasion I sense that there is some confusion about how we use this input and about where we are headed. We need to continue to work to clearly illustrate board process and direction. - The complexity of forest management issues requires the Board to value input from the public and its advisory committees and others. Transparency is required to develop trust and provide accountability. - Again, I would mark this as "uncertain" because I see this 	4	2	0	0
	←→			
	⊗			

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happening but I also feel that it could be done more effectively.				
Total Number of Tallies (Criteria 1-15)	43	49	2	0
Percentage of Total in Each Evaluation Category (Criteria 1-15)	46%	52%	2%	0%
Percentage of Total in "Agree" and "Disagree" (Criteria 1-15)	98%		2%	

Total Best Practices Met by the Board (Criteria 1-15) – Preliminary Based on Initial Summary:

(Strongly Agree and Agree = "Yes"; Disagree and Strongly Disagree = "No")

By average:

- Number of numerical average of each criteria "Yes" or "No": yes – 15 no – 0
- Percentage of numerical average of each criteria "Yes" or "No": yes – 100% no – 0%

By tally count:

- Number of tallies of each criteria "Yes" or "No": yes – 15 no – 0
- Percentage of tallies of each criteria "Yes" or "No": yes – 100% no – 0%

C. Summary Questions for Consideration:

1. How are we doing?

As a new member, I am still learning the ropes of the process. However, I believe the process is sound. As I am continually exposed to the individual parts of the process, I occasionally appreciate a quick refresher on how the parts roll up to the final outcome. Overall, I believe we are making a serious effort to implement the best practices and the criteria listed herein.

Well, but there is room for improvement.

2. How do we compare to others and/or to our target?

The Board of Forestry is better organized than most. Further we actually have measures and we are monitoring them.

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Probably favorably but don't really know about the "others" part.

I unfortunately can't answer this without more info on who "we" is and what "our target" is. I have serious concerns about our operating without a chair and with two members with expired appointments.

3. What factors are affecting our results?

I think the change in the Board has been a major factor. Uncertainty of board composition is also affecting the Board.

BOF appointment process; lack of a BOF chair.

I also feel that improved communication and coordination between the Forester and the Board is an important priority.

4. What needs to be done to improve future performance?

Continue to stress good communications internally and externally.

From my perspective, I need to see how the parts make up the whole. I know the ODF staff has done this but I need more reminders. Please be patient.

Appoint BOF chair; make subcommittees effective; improve consensus based decision making; achieve FMP – Adaptive Management success; achieve definition of BOF decisions and provide for follow-up; improve meeting minutes to particularly capture action items.

Complete appointments for all three vacant positions. Improve our habits and skills of consensus decision making. At the same time I think that many things are going very well and I much appreciate the hard, careful work of the staff and fellow board members.