

**2008 Oregon Board of Forestry Governance Performance Evaluation**  
**Summary of Board's Self-Evaluation Discussion**  
**June 4, 2008**

The following comments are excerpted from the Board's discussion of the 16 Best Practices Criteria and the associated four summary questions. Bullet points shown were comments made by Board members: *[strongly agree and agree = yes; disagree and strongly disagree = no]*

1. Executive Director's performance expectations are current. **Yes**
  - Must provide comments on the position description in January 2009
  
2. Executive Director's performance has been evaluated in the last year. **Yes**
  
3. The agency's mission and high-level goals are current and applicable **Yes**

*The Board understands this to mean that the Board's Forestry Program For Oregon and Oregon Forest Practices Act/Rules are current.*

  - The FMP is the Board's policy document on State lands.
  - The Forest Practices Act and the Forest Management Plan sit at the same level of importance.
  - **Add the Forest Management Plan to the Board's Understanding Statement.**
  
4. The Board reviews the Annual Performance Progress Report. **Yes**
  
5. The Board is appropriately involved in review of the agency's key communications. **Yes**
  - There is room for improvement.
  - There are things that the Governor does not want the Board involved in – yet wants the Department involved.
  - Confusion may exist when the State Forester testifies before the Legislature or other bodies – representing the Department or the Board? Just need to be clear.  
For example, the Bureau of Land Management's Western Oregon Plan Revision.
  - There are certainly Board issues where tension exists; but the *Forestry Program for Oregon* is a good course filter for communication which is why its so important.
  - Copies of testimony to stakeholders and legislative committees would be helpful
  
6. The Board is appropriately involved in policy-making activities. **Yes**

*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.*

  - The criteria statement seems to be different than the italicized "understanding" statement. Criteria should be added to that statement.

- The consensus work with the Oregon Consensus Program could improve Board communication, effectiveness, and clarity
  - The Board' role is to say "where we are going", and the staff's role is to "figure out how we get there", the Board must fully articulate "where we are going." If not, staff must answer questions in the implementation plans.
  - The Board must set the policy direction and provide sufficient discretion for the Department.
  - The Board looks to the performance measures for information; they are not the "answer."
  - Field tours and out-of-town meetings are valuable.
7. The agency's policy option packages are aligned with their mission and goals. **Yes**
- The Department is doing a tremendous job of helping the Board see how the budget lines up with key initiatives, policy option packages, legislative concepts and work plans.
8. The Board reviews all proposed budgets. **Yes**
9. The Board periodically reviews key financial information and audit findings. **Yes**
- 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 Fund situation.*
- The examples must be refreshed.
10. The Board is appropriately accounting for resources. **Yes**
11. The agency adheres to accounting rules and other relevant financial controls. **Yes**
12. Board members act in accordance with their roles as public representatives. **Yes**
13. The Board coordinates with others where responsibilities and interests overlap. **Yes**
- An important role.
  - Should look for more opportunities to have a Board member attend other agency Board/Commission meetings.
14. The Board members identify and attend appropriate training sessions. **Yes**
15. The Board reviews its management practices to ensure best practices are utilized. **Yes**

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. **Yes**

Summary Questions for Consideration:

1. How are we doing?
  - Reinforce consensus building and good process tools
2. How do we compare to others and/or to our target?
  - Reviewing other Board's and Commission's targets would be helpful.
3. What factors are affecting our results?
  - We really have a lot on our plate; it is a real challenge.
  - It's hard to get through everything.
  - Improving the integration of new members and maintain continuity.
  - Lack of Board chair is difficult
  - Be more diligent by providing context for decisions.
  - Meeting summaries are needed. *[Marvin Brown added the Board could identify those issues during the Work Plan review for a meeting summary. Meeting summaries are substantially different task than "minutes"; staff must be sent to training. The Department must "gear up" for that.]*
  - Board members could orally self-summarize actions.
4. What needs to be done to improve future performance?
  - [see comments above]
  - Decision support system will help to capture records of decisions