

**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:** #2

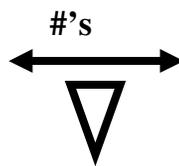
**Board Adopted:** September 6, 2006

**Version:** 2015 v1.0

**Summary of Individual Board Member Evaluations – July 29, 2015**

**B. Best Practices Criteria Evaluation:**

**Key:** Within Each Criteria:



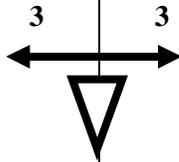
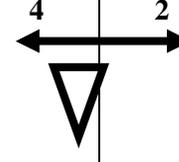
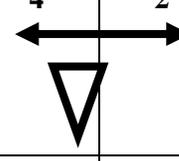
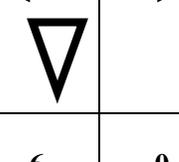
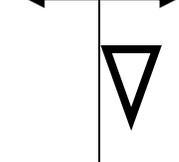
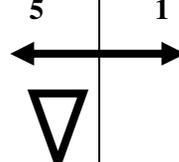
= Board member tally count

= range of ratings

= numerical average point

Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<b>1. Executive Director’s performance expectations are current.</b> <i>The Board understands this to mean that the State Forester’s Position Description is current.</i> <u>Comments:</u> n/a	6 ▽	0	0	0
<b>2. Executive Director’s performance has been evaluated in the last year.</b> <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> <u>Comments:</u> n/a	6 ▽	0	0	0
<b>3. The agency’s mission and high-level goals are current and applicable.</b> <i>The Board understands this to mean that the Board’s Forestry Program for Oregon and Oregon Forest Practices Act/Rules are current.</i> <u>Comments:</u> n/a	6 ▽	0	0	0
<b>4. The Board reviews the <u>Annual Performance Progress Report</u>.</b> <i>The Board understands this to mean that the Board reviews the report annually as a meeting agenda item.</i> <u>Comments:</u> n/a	5 ←→ ▽	1	0	0

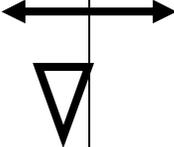
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Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<p><b>5. The Board is appropriately involved in review of agency’s key communications.</b> <i>The Board understands this to mean agency and Board communications at a policy level, versus a day-to-day operating level.</i> <u>Comments:</u> n/a</p>	3 	3	0	0
<p><b>6. The Board is appropriately involved in policy-making activities.</b> <i>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.</i> <u>Comments:</u> n/a</p>	4 	2	0	0
<p><b>7. The agency’s policy option packages are aligned with their mission and goals.</b> <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> n/a</p>	4 	2	0	0
<p><b>8. The Board reviews all proposed budgets.</b> <i>The Board understands this to mean the Department of Forestry’s biennial budget at the Agency Request Budget level.</i> <u>Comments:</u> n/a</p>	5 	1	0	0
<p><b>9. The Board periodically reviews key financial information and audit findings.</b> <i>The Board understands this to mean significant financial issues and as audits are released.</i> <u>Comments:</u> n/a</p>	6 	0	0	0
<p><b>10. The Board is appropriately accounting for resources.</b> <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> n/a</p>	2 	4	0	0
<p><b>11. The agency adheres to accounting rules and other relevant financial controls.</b> <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> <u>Comments:</u> n/a</p>	5 	1	0	0

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Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<p><b>12. Board members act in accordance with their roles as public representatives.</b> <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"> <li>- I have received the training – not sure about other board members.</li> </ul>	4	2	0	0
←————→				
▽				
<p><b>13. The Board coordinates with others where responsibilities and interests overlap.</b> <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"> <li>- We need to find time / opportunity to strengthen and improve this coordination.</li> </ul>	3	3	0	0
←————→				
▽				
<p><b>14. The Board members identify and attend appropriate training sessions.</b> <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"> <li>- It’s not always possible for all board members to attend these, but most members attend most of them.</li> </ul>	4	2	0	0
←————→				
▽				
<p><b>15. The Board reviews its management practices to ensure best practices are utilized.</b> <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"> <li>- We are undergoing a review at this time, but have not yet completed the policy reviews relating to private lands or state forests.</li> </ul>	2	4	0	0
←————→				
▽				

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Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<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><b>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.</b></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> <li>- I agree this is all true. I think we need to figure out the relative investment and priority given to Trust Lands, to Regional Forest Practices Act Committees, etc. Need to ensure that certain groups....like RFPAC are regularly consulted and solicited for on-the-ground, practical input to critical policy issues.</li> </ul>	4	2	0	0
				
<b>Total Number</b> (Criteria 1-15)	65	25	0	0
<b>Percentage of Total in Each Evaluation Category</b> (Criteria 1-15)	72%	28%	0%	0%
<b>Percentage of Total in “Agree” and “Disagree”</b> (Criteria 1-15)	100%		0%	

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**C. Summary Questions for Consideration:**

**1. How are we doing?**

- We are doing ok but have a few very tough decisions ahead of us and we need to make final decisions that take into account all interests.
- We are working together pretty well.
- We are making progress on our two major policy reviews (riparian rule, state forest management plan), but the processes have seen a number of delays. While it is critical to get these rule changes “done right,” it also is critical to get them done in a timely manner. We need to get them done this year.
- The board seems to function well and is respectful of individual member’s perspectives. It seems to take a long time to come to decisions or take action but this is to be expected given the very public nature and broad stakeholder involvement in policy decisions.
- The board is dealing with several high-profile, controversial issues. I believe board members are taking their roles seriously with respect to these issues.
- We’re doing OK considering the heavy lift going into riparian rules and alternative forest management plan. We’ve got a lot on our plate, which limits our attention and effectiveness on lower priority issues on the docket.

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

- This question is difficult – what are “others”?
- The Board provides clear direction to the department, and engages with and listens to the public, and the director and departmental staff do an incredible job of keeping us informed and “making it work.” We have some hard decisions ahead of us and need to get them made.
- Based on my experience on other boards and/or commissions, the board compares favorably with others.

**3. What factors are affecting our results?**

- A difficult budgetary situation.
- We are dealing with major issues in two program areas (private forests and state forests) for which there are no “easy” answers. Further, implementing departmental programs during an ongoing drought poses problems in a third program area (fire) that are challenging.
- My worry factor is increasing relative to the State FMP revision and getting the department on a track that will lead to financial stability. I suspect the resignation of Governor Kitzhaber has slowed somewhat the stakeholder process.
- Timely and accurate information from staff.

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

- We need to find more diverse funding sources to sustain a balance of interests over time for the forests that we manage.
- We need to get some important decisions made, because it seems that our plate is overflowing right now. State Forests management plan changes, federal forest issues, fire funding and stream rule work...including two ongoing Board subcommittees...is pretty taxing on both Department and Board.
- More time for informal discussions in a manner consistent with public meetings policies. More stakeholder agreement on facts and figures, if not policy approaches.
- See if we can improve our processes for engaging scientists and stakeholders and moving more quickly to practical solutions that reflect greatest good. Have better discussions on the economics and financial underpinnings of forestry on public and private land.