

**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

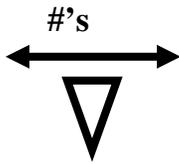
Board Adopted: September 6, 2006

Version: 2016 v1.0

Summary of Individual Board Member Evaluations – August 8, 2016

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 |
|---|----------------|-------|----------|-------------------|
| <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> <u>Comments:</u> n/a</p> | 6 ▽ | 0 | 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> <u>Comments:</u> n/a</p> | 5 ↔ ▽ | 1 | 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 <u>Forestry Program for Oregon</u> and <u>Oregon Forest Practices Act/Rules</u> are current.</i> <u>Comments:</u> - I agree but reaffirm my belief in the need to review the larger plan and strategy in the context of current issues, and our vision moving forward. I’m hopeful we can still pursue this in near future (Oct?) despite the transition in State Forester.</p> | 4 ↔ ▽ | 2 | 0 | 0 |
| | | | | |

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| Oregon Board of Forestry Best Practices Criteria | Strongly Agree | Agree | Disagree | Strongly Disagree |
|---|---|-------|----------|-------------------|
| <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. <u>Comments:</u> n/a</p> | 5   | 1 | 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. <u>Comments:</u> n/a</p> | 4   | 2 | 0 | 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. <u>Comments:</u> n/a</p> | 6  | 0 | 0 | 0 |
| <p>7. The agency's policy option packages are aligned with their mission and goals. The Board understands this to mean the packages included in the biennial budget process as part of the Agency Request Budget. <u>Comments:</u> n/a</p> | 6  | 0 | 0 | 0 |
| <p>8. The Board reviews all proposed budgets. The Board understands this to mean the Department of Forestry's biennial budget at the Agency Request Budget level. <u>Comments:</u> - It might be useful, particularly for new Board Members, to provide more information/orientation on budget in the pre-Board briefing prior to Board meetings when this is a major agenda item.</p> | 5   | 1 | 0 | 0 |
| <p>9. The Board periodically reviews key financial information and audit findings. The Board understands this to mean significant financial issues and as audits are released. <u>Comments:</u> n/a</p> | 5   | 1 | 0 | 0 |

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|---|----------------|-------|----------|-------------------|
| <p>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></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> - I agree we receive briefings on these issues – there is full transparency but we might want to spend a bit more time connecting the dots between these briefings, and the budget, and forward planning. - We are not progressing on State Forest financial viability on a timeline that meets fund balance needs and will likely result in less than optimal outcomes. | 2 | 4 | 0 | 0 |
| | ←————→ | | | |
| | | ▽ | | |
| <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> n/a</p> | 4 | 2 | 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> n/a</p> | 5 | 1 | 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> 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>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> n/a</p> | 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> n/a</p> | 4 | 2 | 0 | 0 |
| | ←————→ | | | |
| | ▽ | | | |
| <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>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> n/a</p> | 5 | 1 | 0 | 0 |
| | ←————→ | | | |
| | ▽ | | | |
| Total Number (Criteria 1-15) | 70 | 20 | 0 | 0 |
| Percentage of Total in Each Evaluation Category (Criteria 1-15) | 78% | 22% | 0% | 0% |
| Percentage of Total in “Agree” and “Disagree” (Criteria 1-15) | 100% | | 0% | |

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C. Summary Questions for Consideration:

1. How are we doing?

- Overall pretty well. We miss Gary's contribution, knowledge and experience. Believe the strategic review and update of Forestry Program for Oregon will be useful.
- We have a lot of hard issues to tackle. We are doing the best we can.
- Despite some serious challenges, the board and the department have handled business well. I am particularly gratified with the extensive outreach efforts that have been made to all our stakeholders.

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

- I don't feel qualified to compare to others, and I think we are doing well against our target performance/best practice.
- I don't really understand this question. "others" is a very large pool of people...

3. What factors are affecting our results?

- Limited time available for a voluntary board to meet in public meetings and address broad range of complex issues.
- The lawsuit filed by the "Trust Counties" has made some work more difficult than it otherwise would be, but the department is compensating for these unexpected problems as well as could be hoped for.

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

- We need to more strongly figure through decisions so that we give the public clarity on our next steps.