

**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%

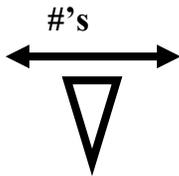
**Period:** Annual

**ODF Key Performance Measure:** #2

**Board Adopted:** September 6, 2006

**Summary of Individual Board Member Evaluations – July 24, 2019**

**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><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></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> <li>We recently completed his annual performance review and provided updated guidance on expectations.</li> </ul>	2	4	0	0
<p><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></p> <p><u>Comments:</u> n/a</p>	3	3	0	0
<p><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 <u>Forestry Program for Oregon</u> and Oregon Forest Practices Act/Rules are current.</i></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> <li>I don’t think we are where we should be in terms of dealing with climate change.</li> <li>We review this annually and continue to update our strategic initiatives and priorities. We still need to work on reconciling the number and diversity of issues to provide clear, practical and actionable guidance to the agency and the State Forester.</li> </ul>	1	3	2	0

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Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<p><b>4. The Board reviews the <u>Annual Performance Progress Report</u>. The Board understands this to mean that the Board reviews the report annually as a meeting agenda item.</b></p> <p><u>Comments:</u> n/a</p>	2	4	0	0
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<p><b>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.</b></p> <p><u>Comments:</u> n/a</p>	0	5	1	0
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			▽	
<p><b>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.</b></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> <li>I agree as long as I see at least one Board meeting planned for a different location in 2020.</li> </ul>	2	4	0	0
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<p><b>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.</b></p> <p><u>Comments:</u> n/a</p>	3	3	0	0
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<p><b>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.</b></p> <p><u>Comments:</u> n/a</p>	2	4	0	0
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<p><b>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.</b></p> <p><u>Comments:</u> n/a</p>	3	3	0	0
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Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree	
<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></p> <p><u>Comments:</u></p> <ul style="list-style-type: none"> <li>Given the breadth of issues we address on this Board – we have limited time to spend on this role.</li> </ul>	1	4	1	0	
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		▽			
<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></p> <p><u>Comments:</u> n/a</p>	1	5	0	0	
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		▽			
<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>This appears to be true. Its difficult for me to confirm across the board.</li> </ul>	1	5	0	0	
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<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> n/a</p>	1	4	1	0	
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Oregon Board of Forestry Best Practices Criteria	Strongly Agree	Agree	Disagree	Strongly Disagree
<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> n/a</p>	1	5	0	0
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<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>In addition to this survey, we may benefit from reviewing more of these questions and answers in a work session.</li> </ul>	1	5	0	0
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<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> n/a</p>	2	4	0	0
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<b>Total Number</b> (Criteria 1-15)	24	61	5	0
<b>Percentage of Total in Each Evaluation Category</b> (Criteria 1-15)	26.67%	67.78%	5.56%	0%
<b>Percentage of Total in “Agree” and “Disagree”</b> (Criteria 1-15)	94%		6%	

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**C. Summary Questions for Consideration:**

**1. How is the Board doing?**

- Meetings need to stay on schedule. Attention to meeting twin goals needs to be reinforced.
- Generally, okay. I believe it is our responsibility to treat staff and the public with respect at all times. We need to be more vigilant to make sure that happens.
- The board has been dealing with difficult, stressful issues.
- Reasonably well. Still working through relationships and group dynamics following transition in membership. These transitions are more difficult when they come in the middle of work on substantive policy issues.

**2. What factors are affecting the Board's results?**

- Lack of information needed to understand twin goal implications of implementing management plans and proposed policies.
- In a perfect world we would have more and better data on which to base our decisions. Staff's limited resources, and challenges to gathering the right data, and their need to prioritize, leave us without all we need to make the best decisions.
- Although I understand why these laws exist, public meeting law rules and the limitations of time in public meetings get in the way of Board members ability to discuss tough issues informally and for more seasoned Board members to brief those new to the Board on the history of specific issues.

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

- More transparent communication between ODF and the Board.
- In my short time on the Board I have become too familiar with the phrase "We did what the Board directed us to do." This is used when the process has failed in some way. I don't argue the fact of it. But how can we get Staff and the Board to work together more informally if we start going down a path at the Board's direction that will clearly not get where we want to go?
- Participation in strategic planning session this year could help with board alignment on direction in the coming months.
- Maintain alignment on core priorities, and build process / structure for more orientation and deliberation on key issues.