

**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

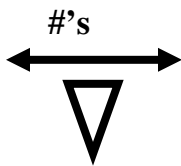
Board Adopted: September 6, 2006

Version: 2018 v1.0

Summary of Individual Board Member Evaluations – July 24, 2018

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></p> <p><u>Comments:</u> n/a</p> | 3 | 1 | 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 agree with the statement. I wonder if we should have a separate discussion about the annual performance appraisal process – and whether there might be a way to improve that process. | 3 | 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 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"> - Many of our strategic initiatives and priorities are current, however, there are a number of emerging issues that have been raised for which we do not have a current initiative or policy in place. Some of these (e.g., Climate Change) has been on the emerging issues list for a number of years, but there is no associated policy in development. | 2 | 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 <u>Annual Performance Progress Report</u>. The Board understands this to mean that the Board reviews the report annually as a meeting agenda item.</p> <p><u>Comments:</u> - We do this. We could probably improve the deliberation and review process.</p> | 2 | 2 | 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> n/a</p> | 1 | 3 | 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.</p> <p><u>Comments:</u> n/a</p> | 3 | 1 | 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.</p> <p><u>Comments:</u> n/a</p> | 3 | 1 | 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.</p> <p><u>Comments:</u> n/a</p> | 2 | 2 | 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.</p> <p><u>Comments:</u> n/a</p> | 2 | 2 | 0 | 0 |

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| Oregon Board of Forestry Best Practices Criteria | Strongly Agree | Agree | Disagree | Strongly Disagree |
|--|----------------|-------|----------|-------------------|
| <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> n/a</p> | 2 | 2 | 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> | 2 | 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> | 3 | 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></p> <ul style="list-style-type: none"> - Coordination is better with some agencies/boards than others. Our annual joint meeting with EQC greatly facilitates our coordination with that body and the DEQ. A similar approach with the FWC/ODFW likely would be beneficial. A reinvigorated liaison relationship with both EQC and the FWC should be pursued. While we continue to provide an opportunity for the FTLAC to coordinate with us, the Advisory Committee has not been participating fully. The annual appearance of the Regional Forester at our Board meeting has facilitated our board’s coordination with the Forest Service. It might be worthwhile to explore the possibility of inviting the BLM State Director to a meeting. | 2 | 2 | 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> | 1 | 3 | 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"> - We could do a better job of addressing emerging issues. | 2 | 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> | 3 | 1 | 0 | 0 |
| | ←————→ | | | |
| | ▽ | | | |
| Total Number (Criteria 1-15) | 33 | 27 | 0 | 0 |
| Percentage of Total in Each Evaluation Category (Criteria 1-15) | 55% | 45% | 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 is the Board doing?

- The board is struggling with the significant challenge of addressing state forest financial viability in a manner consistent with its commitment to GPV. This will require difficult decisions in a timely manner, despite disagreements among stakeholders.
- Fine. We could use a full complement of board members. Its important to fill the vacant seats. And we need to do the hard work on the State Forest Manangement Plan to put that on a path for successful adoption.
- Just fine but growing concern about board vacancies.

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

- Complexity of the issues. Polarization of key stakeholders. Volunteer board with limited time to really dig into key issues and tasks, deliberate and build consensus.
- Board vacancy.
- The board has been hampered by vacancies (a situation that recently increased), and the fact that our area of responsibility has received very little attention/guidance from the governor's office.

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

- Good prioritization of strategic issues. More focus on difficult issues to resolve questions and differences in a more efficient manner.