
Board Member Peer Evaluation Form

Peer evaluation is a valuable tool for assessing the performance and contributions of board members. Peer evaluations provide a more comprehensive view by incorporating diverse perspectives. Different individuals may notice different aspects of performance, contributing to a more well-rounded assessment. Participating in peer evaluations requires individuals to reflect on their own performance as well as the performance of their peers. This self-reflection can lead to greater self-awareness and a better understanding of personal strengths and areas for improvement. Through peer evaluations, individuals and teams can identify areas for improvement. This continuous feedback loop supports ongoing learning and development, contributing to a culture of continuous improvement.

Evaluation Period (Monthly): _____

Instructions: Please provide honest and constructive feedback on your fellow board members' performance and contributions during the evaluation period. Your input is crucial for fostering a collaborative and effective board.

Board Member Information:

Name of Board Member Being Evaluated: _____

Your Name: _____

Your Role on the Board: _____

Legend:

Exemplary – Demonstrates outstanding leadership, strategic vision, and an exceptional commitment to the organization's mission.

Indicators:

- Consistently contributes valuable insights and expertise to board discussions.
- Proactively engages in strategic planning and decision-making.
- Demonstrates strong advocacy and support for the organization.
- Exhibits exemplary attendance, preparation, and participation in board meetings.
- Inspires and motivates other board members to excel.

Satisfactory – Meets expectations and effectively fulfills the responsibilities of a board member.

Indicators:

- Participates constructively in board meetings and discussions.
- Demonstrates a solid understanding of the organization's mission and objectives.
- Fulfills assigned duties, such as committee work, in a timely and effective manner.

- Collaborates well with fellow board members and respects diverse perspectives.

Needs Improvement – Falls below expectations in certain areas, requiring improvement and development as a board member.

Indicators:

- May struggle to actively contribute to board discussions or decision-making.
- Shows limited engagement in fulfilling board responsibilities.
- Requires additional support or training to better understand the organization's goals.
- May have attendance or preparation issues that hinder effective participation.
- Demonstrates challenges in working collaboratively with other board members.

I. Participation

1. **Participation:** Contributes to discussions and decision-making.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

II. Preparation and Timeliness

2. **Preparation:** Comes prepared with relevant information and questions.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

3. **Timeliness:** Punctual for meetings and attends for the duration of the meeting.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

III. Communication and Collaboration

4. **Communication:** Communicates effectively and clearly.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

5. **Collaboration:** Demonstrates a cooperative attitude and is willing to compromise in order to promote board cohesiveness.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

IV. Leadership and Initiative

6. **Leadership and Strategic Thinking:** Demonstrates strong leadership qualities. Contributions to Board discussions are strategic, forward looking, constructive, timely, independent, and to the point.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

7. **Responsibility:** Understanding of fiduciary, ethical and quality responsibilities.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

V. Commitment to Mission and Vision

8. **Mission and Vision:** Demonstrates a strong commitment to the organization's mission and vision. Holistic view of HHS.

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

VI. Overall Evaluation

9. **Overall Evaluation:**

☐ Exemplary ☐ Satisfactory ☐ Needs Improvement

Additional Comments: [Provide any additional comments or specific examples to support your evaluations.]

Recommendations for Improvement: [If applicable, suggest areas for improvement and development.]

Recognition: [This is an opportunity for someone to be recognized for their contribution.]

Evaluator's Signature: _____

Date: _____

Thank you for your valuable feedback. Your input will contribute to the continuous improvement of our board's effectiveness.