

STERA Annual Board Performance Evaluation

Prepared for the Year Ending December 31, 2016

Reviewed/Approved March 27, 2017

Criteria	Somewhat		Somewhat	
	Agree	Agree	Disagree	Disagree
1. Board members have a shared understanding of the mission and purpose of the Authority.	11	0	0	0
2. The policies, practices and decisions of the Board are always consistent with this mission.	11	0	0	0
3. Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	10	1	0	0
4. The Board has adopted policies, by-laws, and practices for the effective governance, management and operations of the Authority and reviews these annually.	11	0	0	0
5. The Board sets clear and measurable performance goals for the Authority that contribute to accomplishing its mission.	10	1	0	0
6. The decisions made by Board members are arrived at through independent judgment and deliberation, free of political influence, pressure or self-interest.	11	0	0	0
7. Individual Board members communicate effectively with executive staff so as to be well informed on the status of all important issues.	11	0	0	0
8. Board members are knowledgeable about the Authority's programs, financial statements, reporting requirements, and other transactions.	9	2	0	0
9. The Board meets to review and approve all documents and reports prior to public release and is confident that the information being presented is accurate and complete.	11	0	0	0
10. The Board knows the statutory obligations of the Authority and if the Authority is in compliance with state law.	10	1	0	0
11. Board and committee meetings facilitate open, deliberate and thorough discussion, and the active participation of members.	11	0	0	0

Criteria	Somewhat		Somewhat	
	Agree	Agree	Disagree	Disagree
12. Board members have sufficient opportunity to research, discuss, question and prepare before decisions are made and votes taken.	11	0	0	0
13. Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required.	11	0	0	0
14. The Board exercises appropriate oversight of the CEO and other executive staff, including setting performance expectations and reviewing performance annually.	11	0	0	0
15. The Board has identified the areas of most risk to the Authority and works with management to implement risk mitigation strategies before problems occur.	11	0	0	0
16. Board members demonstrate leadership and vision and work respectfully with each other.	11	0	0	0
Total	171	5	0	0

Note: This report contains responses for only 11 STERA Board members, as (a) there was a vacancy representing Allegany County for the entire year, and also because (b) one Steuben County representative did not attend any meetings in 2016 and resigned effective December 31, 2016.

