

# STERA Annual Board Performance Evaluation

Prepared March 2021

Criteria	FYE December 31, 2018				FYE December 31, 2019				FYE December 31, 2020			
	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Agree	Somewhat Agree	Somewhat Disagree	Disagree
1. Board members have a shared understanding of the mission and purpose of the Authority.	11	0	0	0	12	0	0	0	10	1	0	0
2. The policies, practices and decisions of the Board are always consistent with this mission.	11	0	0	0	11	1	0	0	11	0	0	0
3. Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	11	0	0	0	11	1	0	0	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	12	0	0	0	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	11	0	1	0	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	12	0	0	0	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.	10	1	0	0	12	0	0	0	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	12	0	0	0	11	0	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	11	1	0	0	11	0	0	0

10. The Board knows the statutory obligations of the Authority and if the Authority is in compliance with state law.

11. Board and committee meetings facilitate open, deliberate and thorough discussion, and the active participation of members.

12. Board members have sufficient opportunity to research, discuss, question and prepare before decisions are made and votes taken.

13. Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required.

14. The Board exercises appropriate oversight of the CEO and other executive staff, including setting performance expectations and reviewing performance annually.

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.

16. Board members demonstrate leadership and vision and work respectfully with each other.

10	1	0	0
11	0	0	0
10	1	0	0
11	0	0	0
11	0	0	0
10	1	0	0
11	0	0	0
<b>Total</b>	7	0	0

12	0	0	0
12	0	0	0
12	0	0	0
12	0	0	0
11	1	0	0
11	1	0	0
12	0	0	0
<b>Total</b>	5	1	0

11	0	0	0
11	0	0	0
11	0	0	0
11	0	0	0
11	0	0	0
11	0	0	0
11	0	0	0
<b>Total</b>	3	0	0

# STERA Annual Board Performance Evaluation

Prepared March 2021

FYE December 31, 2018

Criteria	Somewhat		Somewhat	
	Agree	Agree	Disagree	Disagree
1. Board members have a shared understanding of the mission and purpose of the Authority.	100%	0%	0%	0%
2. The policies, practices and decisions of the Board are always consistent with this mission.	100%	0%	0%	0%
3. Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	100%	0%	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.	100%	0%	0%	0%
5. The Board sets clear and measurable performance goals for the Authority that contribute to accomplishing its mission.	91%	9%	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.	100%	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.	91%	9%	0%	0%
8. Board members are knowledgeable about the Authority's programs, financial statements, reporting requirements, and other transactions.	82%	18%	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.	100%	0%	0%	0%

FYE December 31, 2019

Criteria	Somewhat		Somewhat	
	Agree	Agree	Disagree	Disagree
1. Board members have a shared understanding of the mission and purpose of the Authority.	100%	0%	0%	0%
2. The policies, practices and decisions of the Board are always consistent with this mission.	92%	8%	0%	0%
3. Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	92%	8%	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.	100%	0%	0%	0%
5. The Board sets clear and measurable performance goals for the Authority that contribute to accomplishing its mission.	92%	0%	8%	0%
6. The decisions made by Board members are arrived at through independent judgment and deliberation, free of political influence, pressure or self-interest.	100%	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.	100%	0%	0%	0%
8. Board members are knowledgeable about the Authority's programs, financial statements, reporting requirements, and other transactions.	100%	0%	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.	92%	8%	0%	0%

FYE December 31, 2020

Criteria	Somewhat		Somewhat	
	Agree	Agree	Disagree	Disagree
1. Board members have a shared understanding of the mission and purpose of the Authority.	91%	9%	0%	0%
2. The policies, practices and decisions of the Board are always consistent with this mission.	100%	0%	0%	0%
3. Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	91%	9%	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.	100%	0%	0%	0%
5. The Board sets clear and measurable performance goals for the Authority that contribute to accomplishing its mission.	91%	9%	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.	100%	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.	100%	0%	0%	0%
8. Board members are knowledgeable about the Authority's programs, financial statements, reporting requirements, and other transactions.	100%	0%	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.	100%	0%	0%	0%

10. The Board knows the statutory obligations of the Authority and if the Authority is in compliance with state law.

91%	9%	0%	0%
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11. Board and committee meetings facilitate open, deliberate and thorough discussion, and the active participation of members.

100%	0%	0%	0%
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12. Board members have sufficient opportunity to research, discuss, question and prepare before decisions are made and votes taken.

91%	9%	0%	0%
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13. Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required.

100%	0%	0%	0%
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14. The Board exercises appropriate oversight of the CEO and other executive staff, including setting performance expectations and reviewing performance annually.

100%	0%	0%	0%
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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.

91%	9%	0%	0%
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16. Board members demonstrate leadership and vision and work respectfully with each other.

100%	0%	0%	0%
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**Total**

96%	4%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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92%	8%	0%	0%
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92%	8%	0%	0%
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100%	0%	0%	0%
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97%	3%	1%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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100%	0%	0%	0%
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98%	2%	0%	0%
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