

CEO EVALUATION - 2001

Check appropriate column; shaded areas not to be completed.

STRATEGIC PLANNING	Yes	No	Improvement Required	Proficient	A Strength	Excels	N/A
<u><i>Mission Statement</i></u>							
<ul style="list-style-type: none"> ▪ Mission Statement is periodically reviewed. 	—	—					
<ul style="list-style-type: none"> ▪ Values statement is periodically reviewed. 	—	—					
1. The CEO actively participates in the preparation of the mission statement.							
2. The CEO encourages hospital-wide participation in the development of the mission statement.							
3. The mission statement is used as a basis for setting objectives.							
<u><i>Long Range / Strategic Plan</i></u>							
<ul style="list-style-type: none"> ▪ Board / Medical Staff planning session is conducted annually. 	—	—					
<ul style="list-style-type: none"> ▪ Quality of care is major component of the strategic plan. 	—	—					
<ul style="list-style-type: none"> ▪ Hospital medical staff is involved in the strategic planning process. 	—	—					
1. The CEO plays a major role in the strategic planning process.							
2. There is good understanding between the CEO and the Board as to projects to be achieved under the strategic plan.							
<u><i>Management Planning</i></u>							
<ul style="list-style-type: none"> ▪ An annual management plan is prepared and periodically reviewed with the Board. 	—	—					
1. The CEO sets forth goals and objectives in accordance with the management plan.							
2. Goals and objectives set are accomplished in a timely and competent manner.							

STRATEGIC PLANNING	Yes	No	Improvement Required	Proficient	A Strength	Excels	N/A
<p><u><i>Financial Responsibility</i></u></p> <ul style="list-style-type: none"> ▪ The budget process is completed in: <ul style="list-style-type: none"> a) a timely manner b) involves participation from Finance Cmt. ▪ Monthly financial reports are presented for Board review. ▪ Variance reports on the financial statements are routinely presented to the Board. ▪ Capital needs and allocations are routinely discussed with the Board. ▪ Hospital achieved budgeted net income. ▪ Maintained accounts receivable days less than national industry standard of 71AR days and 78 AR days for state of Washington. 	—	—					
1. The CEO adequately plans for the financial needs of the hospital: a) long term b) short term							
2. The CEO involves the medical staff & department managers in the budgeting process.							
3. The CEO effectively manages the financial affairs of the hospital.							
<p><u><i>Quality Management</i></u></p> <ul style="list-style-type: none"> ▪ Department of Health survey meets expectations. ▪ JCAHO accreditation survey meets Expectations. ▪ TQM/CQI Program implemented. ▪ Patient Satisfaction Survey in place and follow-up conducted. 	—	—					
1. The QA program is periodically reviewed with the Board.							
2. The CEO has made quality a high priority.							

STRATEGIC MANAGEMENT	Yes	No	Improvement Required	Proficient	A Strength	Excels	N/A
<u><i>Role in the Community</i></u>							
1. The CEO is active in community and civic affairs.							
2. The CEO is visible in the community and is recognized as a representative of the hospital.							
3. The CEO meets with community and business representatives to promote the hospital.							
DAY-TO-DAY							
<u><i>Leadership</i></u>							
1. The CEO provides leadership and direction for an efficient, smooth running management team.							
2. The CEO and management staff are accessible to employees.							
3. The management of the hospital is handled in an orderly manner and is not crisis oriented.							
<u><i>Employee Relations</i></u>							
1. Sound employee relations, policies, and procedures are in place.							
2. Employee grievances, litigation and turnover volume at an acceptable level.							
3. Good employee morale exists in the hospital.							
4. The CEO gets along with employees, understands their problems and meets their needs as appropriate.							
<u><i>Board / Management Relations</i></u>							
1. The CEO is comfortable consulting the Board on matters relating to management of the hospital.							
2. The CEO has taken corrective action on deficiencies identified on previous evaluations.							
3. The CEO provides information to the Board in a timely manner.							
4. The CEO prepares management recommendations in advance so they can be acted on at Board meetings.							
5. The CEO is effective in his/her ability to manage this relationship.							
<u><i>Medical Staff Relations</i></u>							
1. The CEO routinely meets with and coordinates appropriate hospital matters with the medical staff.							

