

**2000
CEO APPRAISAL FORM**

CONFIDENTIAL

June 2000

I. Quality of Executive Leadership

This section of the CEO appraisal form focuses on your feedback about the CEO's executive leadership in 1999-2000 with regards to major responsibilities and performance standards in the current Administrator/CEO position description.

Please rate the CEO on the following eight leadership elements using a 1 (low) to 5 (high) scale. Add appropriate comments, particularly when a high or a low rating is made. If you do not feel sufficiently knowledgeable to comment, please note "Not Sufficiently Knowledgeable."

1. Budget and Fiscal Management

Are there effective and understandable financial reporting systems in place? Is the Board regularly informed about significant financial matters?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

2. Team Building and Professional Development

Is there an effective staff development environment present in the organization in which two-way communication is fostered, personal & professional growth is encouraged, and regular performance appraisals and feedback are provided for direct reports and other employees?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

3. Planning

Are there clear, easily understood strategic and program priorities in effect?
Are they regularly updated to meet changing conditions, and opportunities for revenue production and cost reduction?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

4. Organization

Is there an effective organization in place? Are resources - human, financial, and physical - being properly allocated and maintained to carry out the mission and priorities of _____?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

5. Quality Management

Does the CEO provide effective leadership in implementing continuous quality principles throughout the organization?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

6. Professional Involvement

Is the CEO well-positioned in cooperative relationships with physician groups, other hospitals/providers, health care industry associations, and community and related activities?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

7. Board Relationships

Does the CEO have an effective working relationship with the Board as a whole?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

8. Overall Leadership

Does the CEO have a clear vision of the future for _____? Does he communicate the vision effectively?

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

II. Achievement of _____ Priorities

This section of the CEO appraisal form focuses on your feedback about the CEO's executive leadership in 1999-2000 with regards to the 1999-2000 _____ priorities adopted by the Board.

Please rate the CEO on the achievement of these priority goals, using a 1 (low) to 5 (high) scale. Add appropriate comments, particularly if a high or low rating is made.

If you do not feel sufficiently knowledgeable to comment - please note "Not Sufficiently Knowledgeable."

1. 1999-2000 Priority #1 - Strengthen JOB efforts to attain cohesive leadership throughout the organization and community.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

2. 1999-2000 Priority #2 - Develop new strategies that add value and promote partnerships with our medical staff members, particularly in regards to information systems and key _____ service lines.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

3. 1999-2000 Priority #3 - Further develop services that expand our care continuum and address the senior population.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

4. 1999-2000 Priority #4 - Continue to advance the organization's communication and healthier community efforts.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

6

5. 1999-2000 Priority #5 - Implement strategies for growth of our key service lines.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

6. 1999-2000 Priority #6 - Develop a long-range facility improvement plan that supports the Mission and Vision of _____.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

III. Achievement of 1999-2000 CEO Priorities

Priority #1 - Continue to broaden personal visibility, interaction and consultation throughout the organization.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

Priority #2 - Continue to provide strong leadership in establishing and communicating a vision for _____ for the future, and in building relationships with Medical Staff, _____ staff and the Board.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

Priority #3 - Continue to develop close relationships with community leaders and civic groups throughout _____ service area.

Your Rating

1 2 3 4 5
____ ____ ____ ____ ____

Your Comments

IV. Additional Comments About CEO Performance and/or Growth Opportunities for 2000-2001

Please add any additional comments that you have about the Administrator's contributions, and/or suggestions that you have that may aid the

Administrator in helping the Board to set and achieve strategic directions for _____ and the residents of Public Hospital Districts # _____.

Please return your completed appraisal form - for processing - in the pre-addressed, stamped envelope enclosed for your convenience. Thank you very much.