



# 5 Part B: Board Self-Assessment: Governance Performance

## Tips for Board Self-Assessment: Governance Performance

- Engage a skilled facilitator to help the Board with its self-assessment. The facilitators will use comprehensive assessment tools and processes to assist you that can be tailored to your needs as a board.
- Base the self-assessment on the four key roles of the Board (as outlined in **Module 1**). In your process, address the following:
  - I. Covering the Basics: The Board's Fiduciary Role
  - II. Big Picture Thinking: The Board's Strategic Role
  - III. Continuous Improvement: The Board's Innovative Role
  - IV. Promoting Community Engagement: The Board's Societal Role
- Include the following leadership practices in your assessment:
  - Setting the vision
  - Establishing goals
  - Developing policy
  - Allocating resources
  - Assuring accountability
- When developing a Board self-assessment process, consider:
  - Clear rationale and objectives
  - Mutual respect and confidentiality
  - Clear steps and timeline
  - What will be assessed
  - What specific data will be collected, how and by whom



- Writing a summary report that is objective, evidence-based and includes areas for focus/improvement
- Creating an effective process for discussing and dealing with any disagreements between or among Board members
- Include ways to assess the way the members of the Board work together and how effective the group dynamics are ie. Contributions to meetings, management of conflict, following board policies, etc.
- Assess agendas, meetings, role development and interrelationships at the end of every meeting or once a month.
- Encourage frank discussion, open and honest communication, collaboration and active participation in the process.
- Align the Board Self-Assessment process with the Director’s Performance Review and the goals of the Board as outlined in the multi-year strategic plan.
- Use what you learn from your self-assessment as the basis for your professional development as individual trustees and as a board.
- Use the Team-Assessment and Improvement Checklist as a quick check on your progress.
- Refer to other self-assessment documents for ideas. **(See RESOURCES section.)**