

Health Service Board Self-Evaluation Summary of Suggested Changes

April 24, 2026

Agenda

- Background and Timeline
- Areas to Review
- Today's Recommendation

Background and Timeline

- March 6, 2026, Governance Committee met to review and recommend Annual Evaluations: HSB Self-Evaluation and Employee Performance
 - Evaluations in the same form for 10 years
 - Committee requested a specific meeting to review and suggest edits, modifications, and changes to both evaluations
- March 12, 2026, Full Board Meeting
 - Approved the process and timeline to review annual evaluation tools
- April 13, 2026
 - Committee members submitted changes to the Board Secretary. The Board Secretary compiled changes to post for meeting.
- April 24, 2026, Committee Meeting
 - Review summary of suggested changes and make recommendations for full Board approval at the May 14, 2026, Regular Board meeting.

Areas to Review

1. Specific Questions
2. Evaluation Sections
3. Rating Scale
4. Supporting Comments
5. Evaluation Period
6. Board Education

First Area to Review

Specific Questions Submitted

- 15 questions submitted. Review individually.
- More questions can be considered during the meeting.

Second Area to Review

Evaluation Sections: Four sections total. Are there any other areas the Board could evaluate?

- Governance Structure and Policies
- Board member interactions and Meeting Activities
- Goal Setting and Communication
- Board's Interaction with Management

Third Area to Review

Rating Scale: Currently uses a 5-point rating scale of strongly disagree to strongly agree. Consider if this scale still fits the need of the evaluation or a new range may better lend to evaluation insights.

Example: Agreement, Satisfaction, or Quality. Switch to City-Wide Rating scale

Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
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Exceptional Performance	Above Expectations	Met Expectations	Needs Improvement	Did not Meet Expectations
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Exceeded Expectations	Met Expectations	Did Not Meet Expectations
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Fourth and Fifth Area to Review

Supporting Comments:

- Decide if you maintain the requirement to provide supporting comments with a 1,2,4,5 rating. If rated a 3, no supporting comments are required.

Evaluation Period:

- Currently, the evaluation period is the calendar year January through December.

Sixth Area to Review

Board Education: The Board submits recommendations for the Education Topics each year, but the Board doesn't know when the topics will be scheduled.

- Recommend staff present an education calendar for the year so the Board knows the schedule.

Today's Recommendation

Recommend all suggested edits discussed today for Full Board approval on the May 14, 2026, Regular Board meeting.