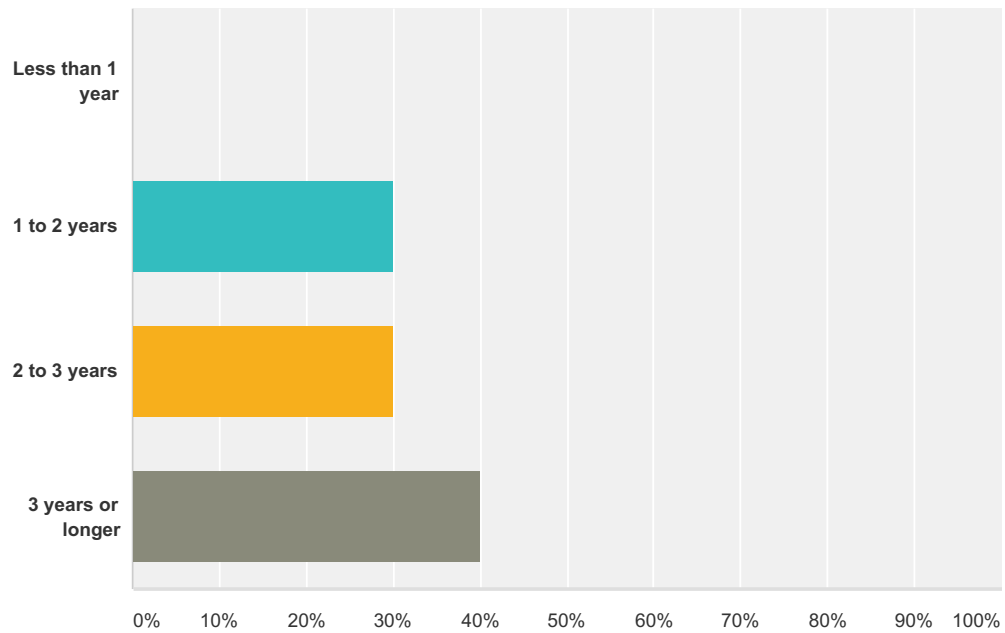


Q1 Please give us your name:

Answered: 10 Skipped: 0

Q2 How long have you been a member of the Board?

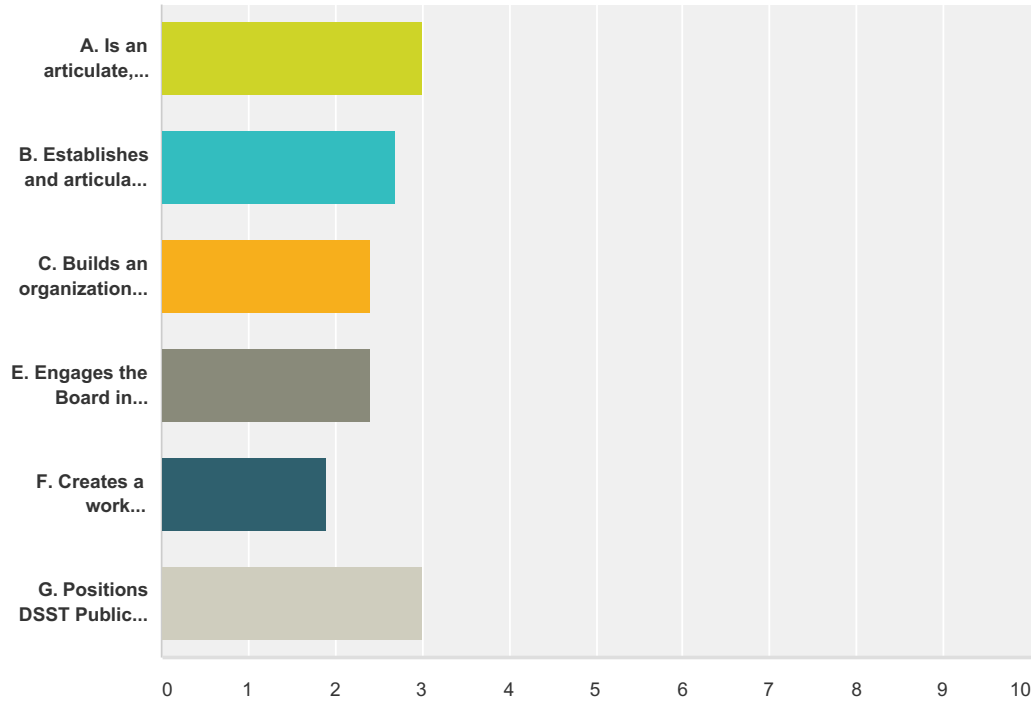
Answered: 10 Skipped: 0



Answer Choices	Responses
Less than 1 year	0.00% 0
1 to 2 years	30.00% 3
2 to 3 years	30.00% 3
3 years or longer	40.00% 4
Total	10

Q3 Please rate these statements pertaining to the CEO's performance in the area of Leadership:

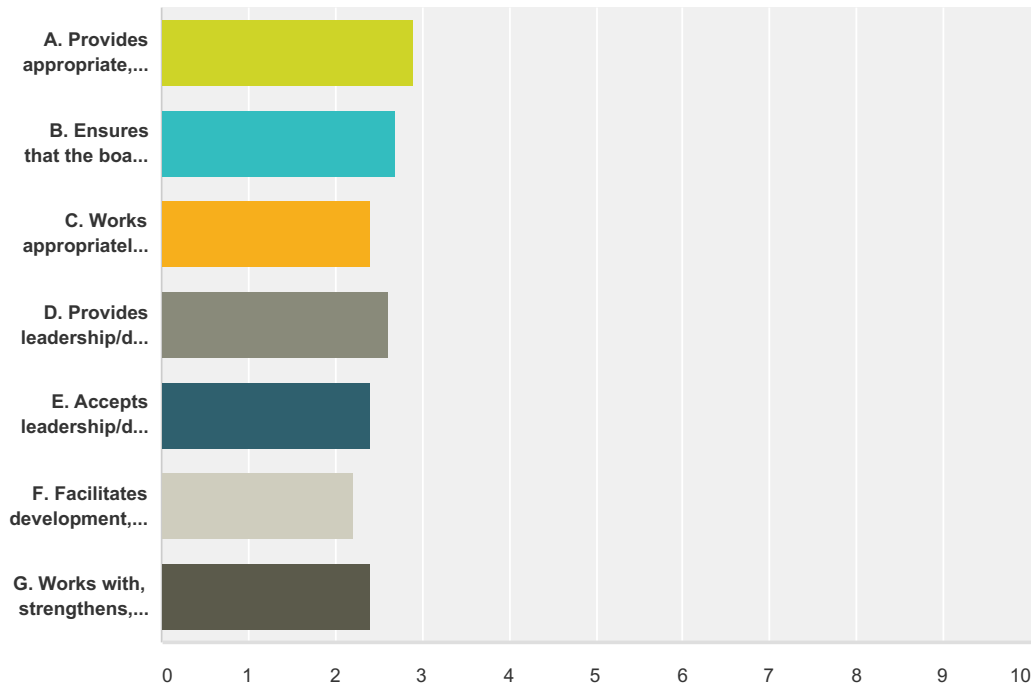
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Is an articulate, professional and compelling representative of DSST Public Schools	100.00% 10	0.00% 0	0.00% 0	0.00% 0	10	3.00
B. Establishes and articulates a vision which ensures that the mission drives the organization	70.00% 7	30.00% 3	0.00% 0	0.00% 0	10	2.70
C. Builds an organizational culture which ensures that the mission drives the organization	40.00% 4	60.00% 6	0.00% 0	0.00% 0	10	2.40
E. Engages the Board in seeking new and better ways to deal with challenges and opportunities	50.00% 5	40.00% 4	10.00% 1	0.00% 0	10	2.40
F. Creates a work environment of shared responsibility and accountability	20.00% 2	50.00% 5	30.00% 3	0.00% 0	10	1.90
G. Positions DSST Public Schools as a leader in the community	100.00% 10	0.00% 0	0.00% 0	0.00% 0	10	3.00

Q4 Please rate these statements pertaining to the CEO's performance in the area of Working With and Supporting the Board:

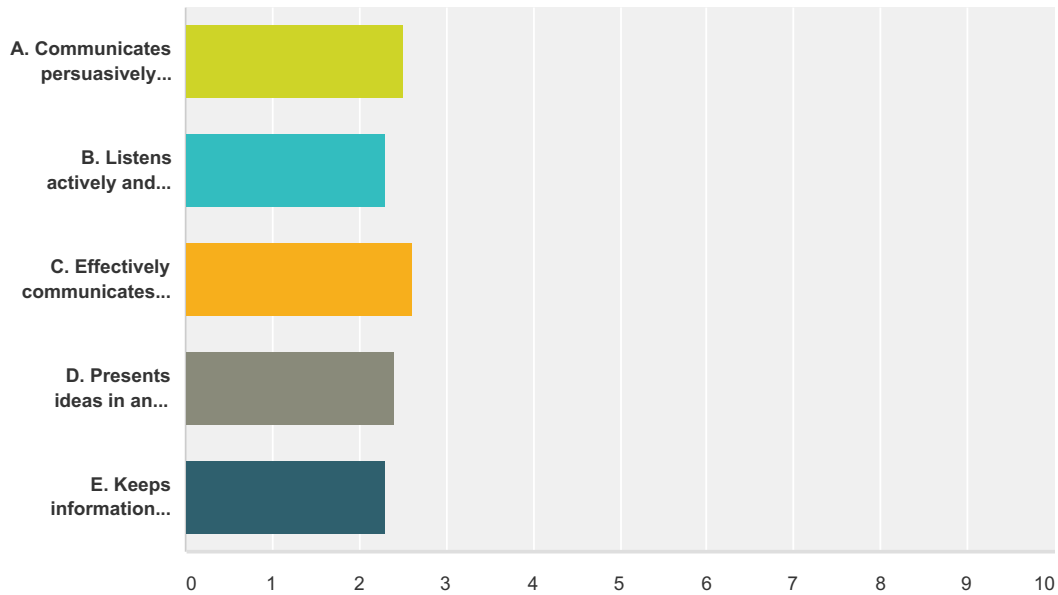
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Provides appropriate, adequate, and timely information to the board	90.00% 9	10.00% 1	0.00% 0	0.00% 0	10	2.90
B. Ensures that the board is kept informed on the condition of the organization and on all important factors influencing it	70.00% 7	30.00% 3	0.00% 0	0.00% 0	10	2.70
C. Works appropriately and effectively with the board as a whole.	40.00% 4	60.00% 6	0.00% 0	0.00% 0	10	2.40
D. Provides leadership/direction to the board	70.00% 7	20.00% 2	10.00% 1	0.00% 0	10	2.60
E. Accepts leadership/direction from the board	40.00% 4	60.00% 6	0.00% 0	0.00% 0	10	2.40
F. Facilitates development, recruitment and training of board members	40.00% 4	30.00% 3	20.00% 2	10.00% 1	10	2.22
G. Works with, strengthens, and stays informed with the activities of board committees	40.00% 4	60.00% 6	0.00% 0	0.00% 0	10	2.40

Q5 Please rate these statements pertaining to the CEO's performance in the area of Communication:

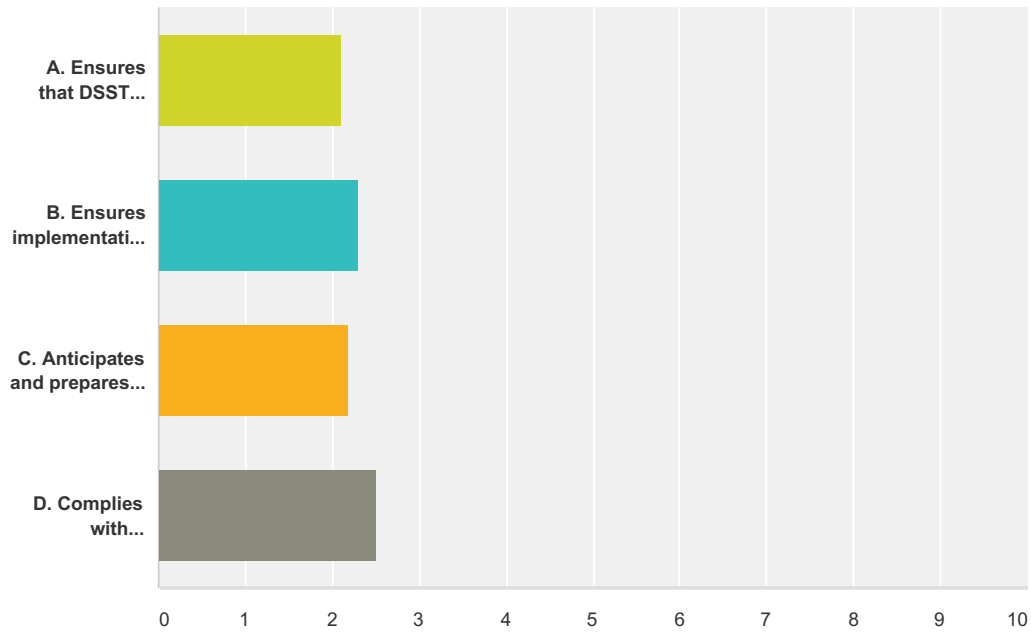
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Communicates persuasively and clearly with all types of individuals and audiences	60.00% 6	30.00% 3	10.00% 1	0.00% 0	10	2.50
B. Listens actively and genuinely to board, staff and other constituencies	30.00% 3	70.00% 7	0.00% 0	0.00% 0	10	2.30
C. Effectively communicates orally with individuals and groups, including public presentations and media interviews	60.00% 6	40.00% 4	0.00% 0	0.00% 0	10	2.60
D. Presents ideas in an organized, clear and concise manner	40.00% 4	60.00% 6	0.00% 0	0.00% 0	10	2.40
E. Keeps information flowing to the appropriate parties, including to the board and to other staff	30.00% 3	70.00% 7	0.00% 0	0.00% 0	10	2.30

Q6 Please rate these statements pertaining to the CEO's performance in the area of Planning and Administration:

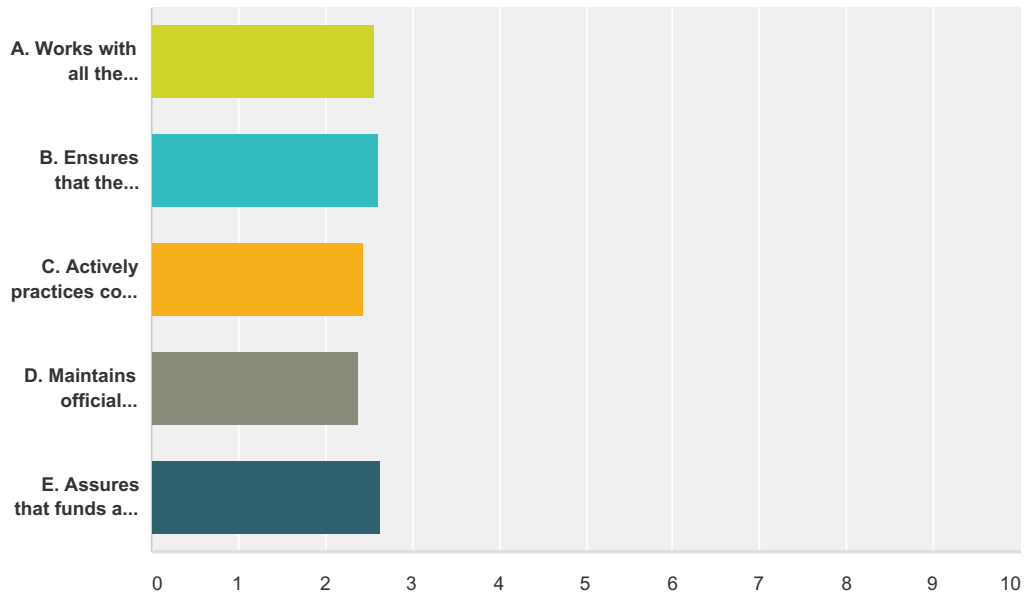
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Ensures that DSST Public Schools has a strategic plan that achieves its mission	40.00% 4	30.00% 3	30.00% 3	0.00% 0	10	2.10
B. Ensures implementation of the strategic plan and monitors progress toward stated goals and objectives	40.00% 4	50.00% 5	10.00% 1	0.00% 0	10	2.30
C. Anticipates and prepares for future organizational requirements	30.00% 3	60.00% 6	10.00% 1	0.00% 0	10	2.20
D. Complies with established policies, procedures and directives.	50.00% 5	50.00% 5	0.00% 0	0.00% 0	10	2.50

Q7 Please rate these statements pertaining to the CEO's performance in the area of Financial Management:

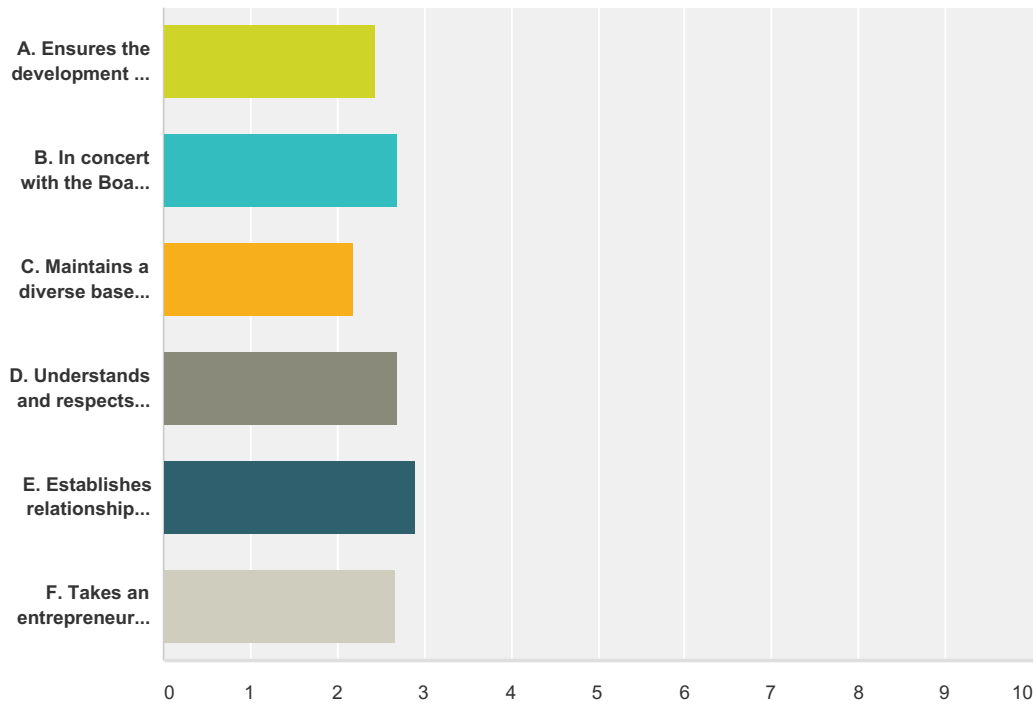
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Works with all the appropriate parties in preparing a budget	50.00% 5	40.00% 4	0.00% 0	10.00% 1	10	2.56
B. Ensures that the organization operates within budget guidelines	60.00% 6	40.00% 4	0.00% 0	0.00% 0	10	2.60
C. Actively practices cost containment	40.00% 4	50.00% 5	0.00% 0	10.00% 1	10	2.44
D. Maintains official records and documents as needed	30.00% 3	50.00% 5	0.00% 0	20.00% 2	10	2.38
E. Assures that funds are disbursed in accordance with contract requirements and donor designations	50.00% 5	30.00% 3	0.00% 0	20.00% 2	10	2.63

Q8 Please rate these statements pertaining to the CEO's performance in the area of Fund Development:

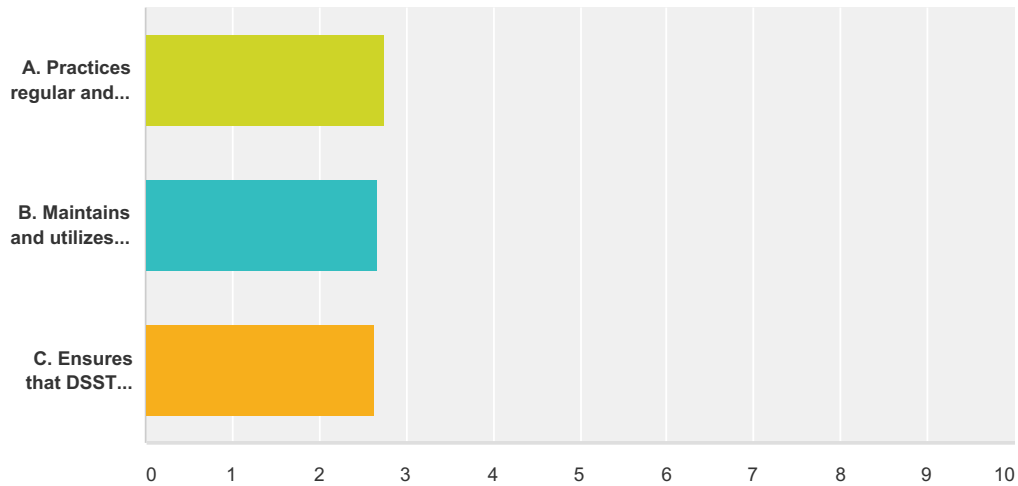
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Ensures the development of fundraising plans in line with the organization's current and long-term needs	50.00% 5	30.00% 3	10.00% 1	10.00% 1	10	2.44
B. In concert with the Board, meets or exceeds revenue goals, ensuring that adequate funds are available to permit the organization to carry out its work	70.00% 7	30.00% 3	0.00% 0	0.00% 0	10	2.70
C. Maintains a diverse base of funding sources	40.00% 4	40.00% 4	20.00% 2	0.00% 0	10	2.20
D. Understands and respects the ethical considerations of fund raising and applies that expertise to all fund raising activities	70.00% 7	30.00% 3	0.00% 0	0.00% 0	10	2.70
E. Establishes relationships with funding sources based on trust, integrity and partnership	90.00% 9	10.00% 1	0.00% 0	0.00% 0	10	2.90
F. Takes an entrepreneurial approach by seizing new opportunities and pursuing creative ideas	70.00% 7	10.00% 1	10.00% 1	10.00% 1	10	2.67

Q9 Please rate these statements pertaining to the CEO's performance in the area of Program Oversight:

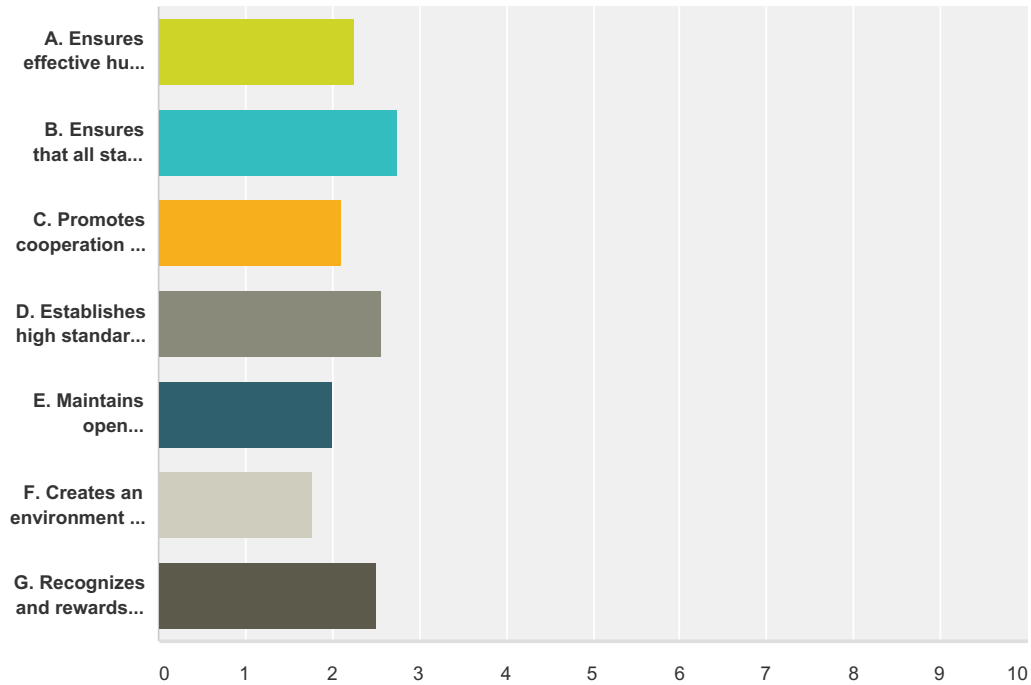
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Practices regular and systematic review of programs, services and operations to ensure alignment with the mission of DSST Public Schools.	60.00% 6	20.00% 2	0.00% 0	20.00% 2	10	2.75
B. Maintains and utilizes a working knowledge of significant developments and trends in the field through trainings and educational opportunities	60.00% 6	30.00% 3	0.00% 0	10.00% 1	10	2.67
C. Ensures that DSST Public Schools develops and maintains positive relationships with other nonprofit organizations that provide support to DSST programs.	50.00% 5	30.00% 3	0.00% 0	20.00% 2	10	2.63

Q10 Please rate these statements pertaining to the CEO's performance in the area of Staff Relationships and Personnel Management

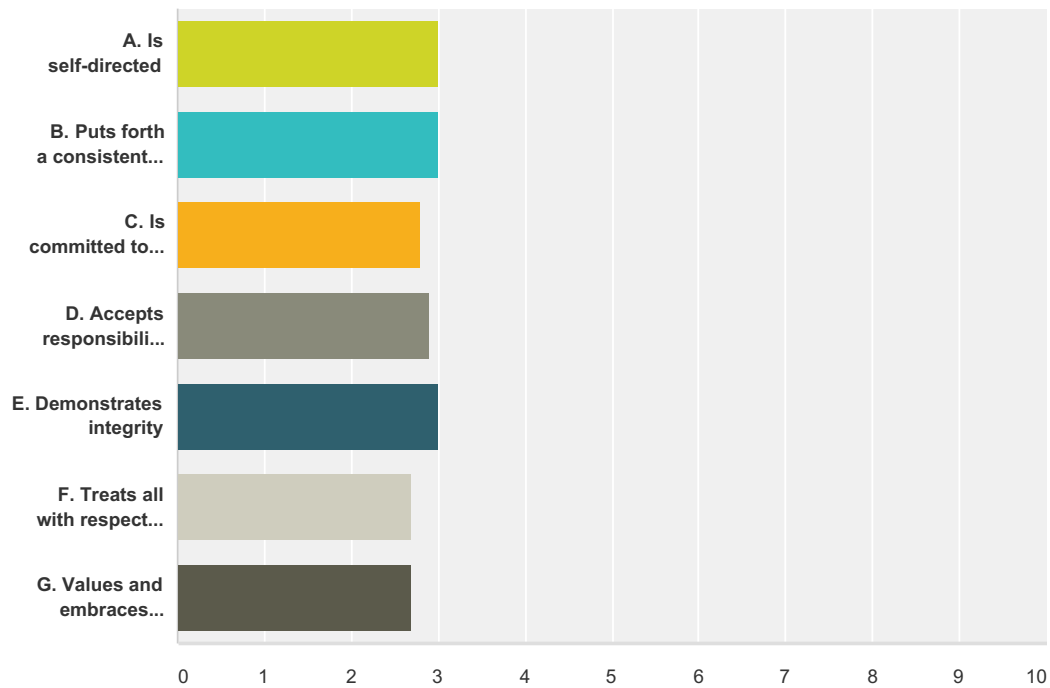
Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Ensures effective human resource practices, including compliance with employment law guidelines and mandates	20.00% 2	60.00% 6	0.00% 0	20.00% 2	10	2.25
B. Ensures that all staff members receive annual performance evaluations	60.00% 6	20.00% 2	0.00% 0	20.00% 2	10	2.75
C. Promotes cooperation and team work among employees and/or volunteers	10.00% 1	80.00% 8	0.00% 0	10.00% 1	10	2.11
D. Establishes high standards of conduct and job performance for all employees	50.00% 5	40.00% 4	0.00% 0	10.00% 1	10	2.56
E. Maintains open communication channels with staff	0.00% 0	60.00% 6	0.00% 0	40.00% 4	10	2.00
F. Creates an environment in which others feel ownership for results and feel comfortable to take action to achieve desired results.	10.00% 1	50.00% 5	30.00% 3	10.00% 1	10	1.78
G. Recognizes and rewards individuals and team accomplishments and contributions	40.00% 4	40.00% 4	0.00% 0	20.00% 2	10	2.50

Q11 Please rate these statements pertaining to the CEO's Individual Attributes

Answered: 10 Skipped: 0



	Outstanding	Fully Capable	Needs Improvement	Unknown	Total	Weighted Average
A. Is self-directed	100.00% 10	0.00% 0	0.00% 0	0.00% 0	10	3.00
B. Puts forth a consistent, energetic effort	100.00% 10	0.00% 0	0.00% 0	0.00% 0	10	3.00
C. Is committed to self-improvement	80.00% 8	20.00% 2	0.00% 0	0.00% 0	10	2.80
D. Accepts responsibility for mistakes	90.00% 9	10.00% 1	0.00% 0	0.00% 0	10	2.90
E. Demonstrates integrity	100.00% 10	0.00% 0	0.00% 0	0.00% 0	10	3.00
F. Treats all with respect and dignity	70.00% 7	30.00% 3	0.00% 0	0.00% 0	10	2.70
G. Values and embraces diversity at all levels of DSST Public Schools: staff, clients, volunteers and board members	80.00% 8	10.00% 1	10.00% 1	0.00% 0	10	2.70

**Q12 Please feel free to make additional
comments regarding the CEO's
performance:**

Answered: 4 Skipped: 6