

Evaluation Questions for the Board Peer Review

Please use the following ratings:

Basic expectations: Expectations Board would have of an average Board member with average experience and training giving average effort.

- 1 = Does not meet basic expectations
- 2 = Occasionally does not meet basic expectations
- 3 = Meets basic expectations
- 4 = Exceeds basic expectations
- 5 = Greatly exceeds basic expectations

To the best of your knowledge, does the Board Member:

- 1. Have or appear to have an understanding of the responsibilities of the Board?
- 2. Understand or seem to understand the organization's direction (mission, vision, plan)?
- 3. Understand or appear to understand the key issues the credit union is facing?
- 4. Have or appear to have an awareness of the products, services and pricing offered by the credit union?
- 5. Understand or seem to understand where the Board's role stops and the CEO's begins?
- 6. Stay up to date on good business practices, financial institutions, and/or credit unions? (e.g.. through reading or attending conferences)
- 7. Come to the meeting prepared? (read Board packet, etc.)
- 8. Ask questions of the CEO or Chairman prior to the meeting? (No surprises at the Board meeting)
- 9. Ask pertinent questions when at the Board Meeting?
- 10. Ask clear and understandable questions at the Board Meeting?
- 11. Remember the importance of using diplomatic language in interactions with the Board and staff?
- 12. Persist in asking tough questions if he/she feels the question has not been answered in a satisfactory manner?
- 13. Understand or seem to understand the need for planning?
- 14. Participate in planning?
- 15. Appear supportive of management yet hold management to high standards?
- 16. Maintain a cordial, professional and independent relationship with management?
- 17. Appear to only make decisions with adequate discussion and /or information?
- 18. Realize the high level of responsibility he/she has in protecting the members' assets?
- 19. Appear to keep in mind the interest of the members in all decisions?
- 20. Leave pursuit of personal gains or personal agendas behind?
- 21. Refrain from attempting to direct the work of staff members?
- 22. Remain up-front and clear about his/her concerns and intentions rather than using rumor, coercion and manipulation to attain results?
- 23. Keep 'politics' to a minimum?
- 24. Have high ethical standards?
- 25. Show respect for others and their right to disagree?
- 26. Relate to other individuals with integrity, honesty and straightforwardness?
- 27. Support the legitimacy and authority of the final determination of the board on any matter, irrespective of their personal position on the issue?