

President & CEO Evaluation Stakeholder Survey Questions

Every staff member and Board member (including those on the Executive Committee) would receive a short, anonymous survey. Representatives of nonprofit partners and CCPS leaders would receive a short, anonymous survey as well. The survey would ask respondents to rate the performance of the President & CEO in specific areas as highly effective, effective, acceptable, unsatisfactory, or not enough information to assess. The questions relate directly to the performance domains and performance indicators in the approved evaluation process.

Please rate each statement based on your observations or interactions with the President & CEO. If you do not have enough information to assess a statement, select 'Not enough information to assess.'

Staff

1. The President & CEO communicates a clear vision and priorities for the organization.
2. The President & CEO fosters a positive and collaborative culture among staff.
3. The President & CEO listens to and thoughtfully considers staff perspectives.
4. The President & CEO represents the organization effectively with donors, volunteers, partners, Collier County Public Schools and the community generally.
5. The President & CEO supports staff in doing their work effectively by providing direction, resources, and accountability.
6. What is one thing the President & CEO does particularly well in leading the staff and organization, and one thing that could strengthen staff effectiveness even further?

Nonprofit Partners

1. The President & CEO collaborates effectively with your organization.
2. The President & CEO builds constructive relationships with community partners.
3. The President & CEO communicates clearly with your organization.
4. The President & CEO is a respected and effective ambassador for Champions For Learning in the community.
5. From your perspective as a partner, what is one thing the President & CEO or Champions For Learning does well in collaboration, and one thing that could strengthen partnership and impact?

School District Leaders

1. The President & CEO strengthens the relationship between Champions For Learning and CCPS.
2. The President & CEO seeks to align the initiatives of Champions For Learning with CCPS priorities.
3. The President & CEO communicates clearly with CCPS staff members.
4. The President & CEO represents Champions For Learning effectively as a partner to CCPS.
5. What is one thing the President & CEO or Champions For Learning does well in working with CCPS, and one thing that could strengthen the partnership moving forward?

Board Members (not on Executive Committee)

1. The President & CEO supports board focus on strategic priorities and governance functions, avoiding operational detail.
2. The President & CEO demonstrates strong leadership in advancing the organization's mission and strategic direction.
3. The President & CEO works to expand the impact of the organization.
4. The President & CEO provides timely and useful information that helps the Board fulfill its governance role.
5. The President & CEO represents the organization effectively with donors, volunteers, partners, Collier County Public Schools and the community generally.
6. The President & CEO maintains effective, collegial relationships with members of the Board of Directors.
7. What is one strength you observe in the President & CEO's leadership of the organization, and what is one area where additional focus could strengthen the organization's impact?