

## Introduction

Welcome to the LSS Board Individual and Peer Evaluation Survey 2011.

The objective of the peer evaluation process is to enhance individual director performance which will contribute to the overall effectiveness of the Board.

This process provides directors with an opportunity to examine how they are operating individually as a member of the LSS Board of Directors and to explore areas for growth and learning related to governance. The results for each individual director will be summarized and privately presented for discussion between the respective director and the Chair of the Board. All feedback results will be kept strictly confidential.

**Directions:** The following questionnaire consists of statements related to expectations of a director at LSS. Identify the rating that best indicates your perception of yourself and each director on the performance criteria.

\* **1. Please enter your name:**

## Individual Performance - Organizational

**2. The director has a solid understanding of the LSS environment including its business, operations, and technology.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

★ **3. The director has a solid understanding of LSS long-term strategic direction including the mission, vision, and strategic objectives.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

★ **4. The director understands the management structure and responsibilities at LSS.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

★ 5. The director focuses his/her attention on governance and strategic direction related to issues distinguishing those from management's responsibilities.

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

## Individual Performance - Interaction

- \* 6. The director facilitates and encourages clarification and discussion as a board member including listening to all perspectives on key matters and assisting to identify creative solutions to the same.

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

- \* 7. The director constructively participates in debate and accepts the outcomes of the board's decisions.

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

★ **8. The director demonstrates respect and effective listening skills in his/her interaction with other board members.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jñ	jñ	jñ	jñ	jñ
Darrell Wickstrom	jñ	jñ	jñ	jñ	jñ
David Crossin	jñ	jñ	jñ	jñ	jñ
Deanna Ludowicz	jñ	jñ	jñ	jñ	jñ
Marion Wright	jñ	jñ	jñ	jñ	jñ
Mayland McKimm	jñ	jñ	jñ	jñ	jñ
Sheryl Lee	jñ	jñ	jñ	jñ	jñ
Todd Ormiston	jñ	jñ	jñ	jñ	jñ
Tom Christensen	jñ	jñ	jñ	jñ	jñ

★ **9. The director expresses his/her views clearly and succinctly in board discussions and deliberations.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jñ	jñ	jñ	jñ	jñ
Darrell Wickstrom	jñ	jñ	jñ	jñ	jñ
David Crossin	jñ	jñ	jñ	jñ	jñ
Deanna Ludowicz	jñ	jñ	jñ	jñ	jñ
Marion Wright	jñ	jñ	jñ	jñ	jñ
Mayland McKimm	jñ	jñ	jñ	jñ	jñ
Sheryl Lee	jñ	jñ	jñ	jñ	jñ
Todd Ormiston	jñ	jñ	jñ	jñ	jñ
Tom Christensen	jñ	jñ	jñ	jñ	jñ

## Individual Performance - Quality of Input

- \* **10. The director attends meetings well prepared – having done the necessary prior reading and seeks clarification from directors or management as required.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

- \* **11. The director appears to maintain his/her knowledge of the justice system, governance, and legal aid issues.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

★ **12. The director makes a measured and appropriate contribution utilizing his/her knowledge, experience and skills in board discussions and decision making.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	ja	ja	ja	ja	ja
Darrell Wickstrom	ja	ja	ja	ja	ja
David Crossin	ja	ja	ja	ja	ja
Deanna Ludowicz	ja	ja	ja	ja	ja
Marion Wright	ja	ja	ja	ja	ja
Mayland McKimm	ja	ja	ja	ja	ja
Sheryl Lee	ja	ja	ja	ja	ja
Todd Ormiston	ja	ja	ja	ja	ja
Tom Christensen	ja	ja	ja	ja	ja

★ **13. The director demonstrates an appreciation of the political environment and sensitivities in which LSS operates.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	ja	ja	ja	ja	ja
Darrell Wickstrom	ja	ja	ja	ja	ja
David Crossin	ja	ja	ja	ja	ja
Deanna Ludowicz	ja	ja	ja	ja	ja
Marion Wright	ja	ja	ja	ja	ja
Mayland McKimm	ja	ja	ja	ja	ja
Sheryl Lee	ja	ja	ja	ja	ja
Todd Ormiston	ja	ja	ja	ja	ja
Tom Christensen	ja	ja	ja	ja	ja

★ **14. The director asks probing questions focused on policy and strategy rather than tactics and details.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	ja	ja	ja	ja	ja
Darrell Wickstrom	ja	ja	ja	ja	ja
David Crossin	ja	ja	ja	ja	ja
Deanna Ludowicz	ja	ja	ja	ja	ja
Marion Wright	ja	ja	ja	ja	ja
Mayland McKimm	ja	ja	ja	ja	ja
Sheryl Lee	ja	ja	ja	ja	ja
Todd Ormiston	ja	ja	ja	ja	ja
Tom Christensen	ja	ja	ja	ja	ja

★ 15. The director facilitates and encourages change when it would improve board performance or processes.

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	jn	jn	jn	jn	jn
Darrell Wickstrom	jn	jn	jn	jn	jn
David Crossin	jn	jn	jn	jn	jn
Deanna Ludowicz	jn	jn	jn	jn	jn
Marion Wright	jn	jn	jn	jn	jn
Mayland McKimm	jn	jn	jn	jn	jn
Sheryl Lee	jn	jn	jn	jn	jn
Todd Ormiston	jn	jn	jn	jn	jn
Tom Christensen	jn	jn	jn	jn	jn

## Individual Performance - Governance Role and Function

- \* **16. The director fully participates as an active and engaged member of the committees on which he/she sits.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	ja	ja	ja	ja	ja
Darrell Wickstrom	ja	ja	ja	ja	ja
David Crossin	ja	ja	ja	ja	ja
Deanna Ludowicz	ja	ja	ja	ja	ja
Marion Wright	ja	ja	ja	ja	ja
Mayland McKimm	ja	ja	ja	ja	ja
Sheryl Lee	ja	ja	ja	ja	ja
Todd Ormiston	ja	ja	ja	ja	ja
Tom Christensen	ja	ja	ja	ja	ja

- \* **17. The director demonstrates his/her understanding of the legal and fiduciary responsibilities of directors and of the board as a whole.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	ja	ja	ja	ja	ja
Darrell Wickstrom	ja	ja	ja	ja	ja
David Crossin	ja	ja	ja	ja	ja
Deanna Ludowicz	ja	ja	ja	ja	ja
Marion Wright	ja	ja	ja	ja	ja
Mayland McKimm	ja	ja	ja	ja	ja
Sheryl Lee	ja	ja	ja	ja	ja
Todd Ormiston	ja	ja	ja	ja	ja
Tom Christensen	ja	ja	ja	ja	ja

- \* **18. The director demonstrates familiarity with LSS board policies.**

	New to Area	Room for Improvement	Satisfactory	Consistently Good	Excellent
Barbara Brink	ja	ja	ja	ja	ja
Darrell Wickstrom	ja	ja	ja	ja	ja
David Crossin	ja	ja	ja	ja	ja
Deanna Ludowicz	ja	ja	ja	ja	ja
Marion Wright	ja	ja	ja	ja	ja
Mayland McKimm	ja	ja	ja	ja	ja
Sheryl Lee	ja	ja	ja	ja	ja
Todd Ormiston	ja	ja	ja	ja	ja
Tom Christensen	ja	ja	ja	ja	ja

## General Comments

- \* 19. What are two or three areas of knowledge or information that the directors would benefit most from learning about LSS?

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- \* 20. What activities or resources would enhance the directors' ability to interact and communicate more effectively with the board?

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- \* 21. What could the Chair do differently to make the board more effective?

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22. Please provide any general comments about the individual performance of any director.

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## Conclusion

Thank you for taking the time to complete the LSS Board Individual and Peer Evaluation Survey. Your confidential results will be compiled and ready to be reviewed with the Board Chair in March 2011.