

# CONNECT

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## BOARD SELF-ASSESSMENT

Higher Achievement  
Executive Summary Report

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# Understanding the Data

This report provides an overview of how well the board thinks it is meeting its ten areas of governance responsibility as organized into the following four broad categories:

## The People



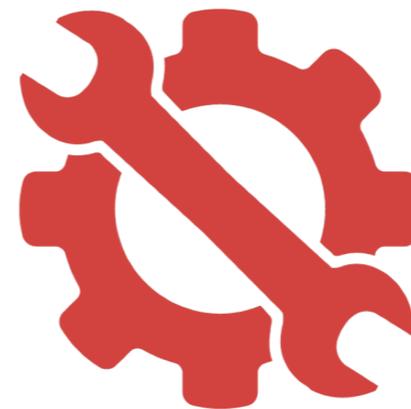
Board  
Composition  
Board Structure  
Board Meetings

## The Culture



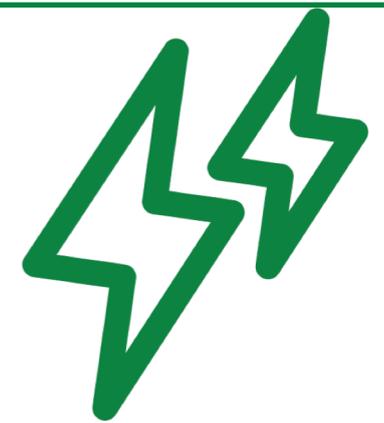
Culture

## The Work



Mission, Vision, &  
Strategic Direction  
Program Oversight  
Financial Oversight  
Chief Partnership &  
Executive Oversight  
Funding & Public  
Image

## The Impact



Impact

# Performance at a Glance

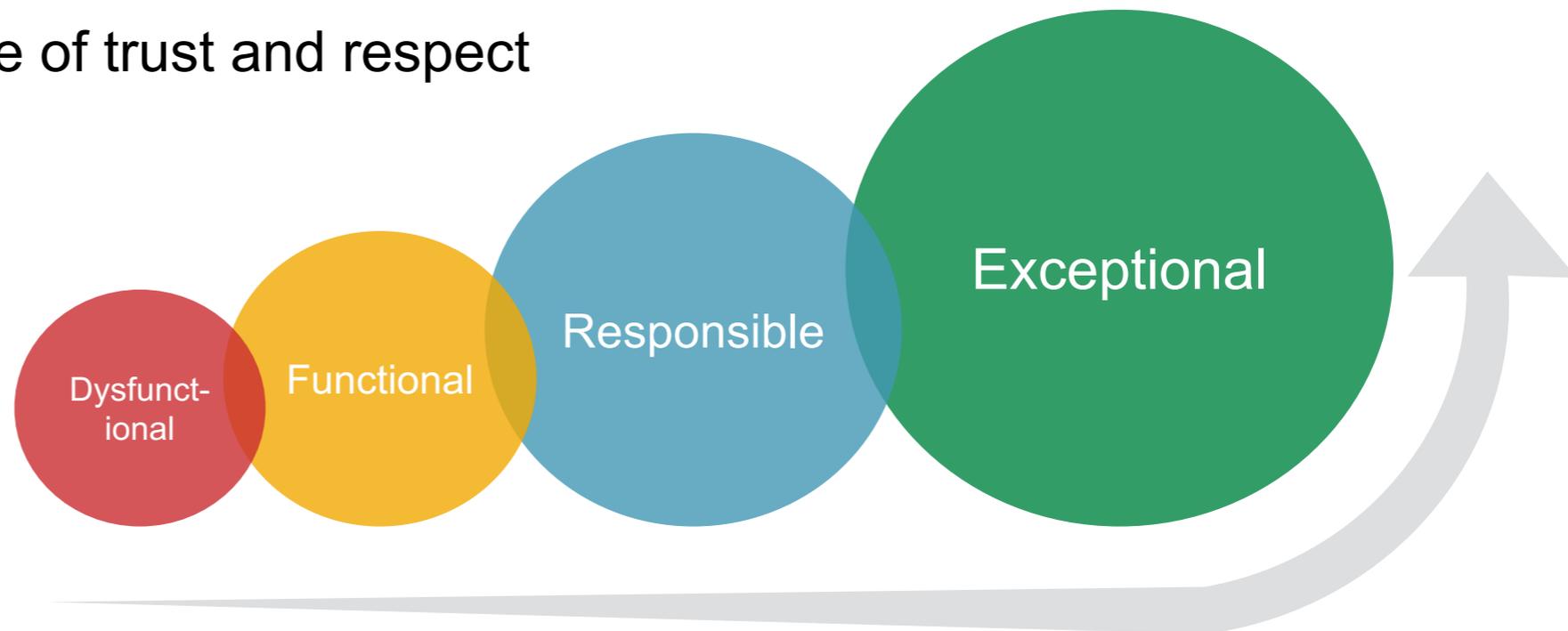
Your Participation: 16/17 completed surveys 94% participation

Role		Responsibility	Your Averaged Score	
	<b>P. The PEOPLE</b>	Board Composition	3.35	<b>3.45</b>
		Board Structure	3.55	
		Board Meetings	3.45	
	<b>C. The CULTURE</b>	Culture	3.52	<b>3.52</b>
	<b>W. The WORK</b>	Mission, Vision, & Strategic Direction	3.53	<b>3.63</b>
		Program Oversight	3.68	
		Financial Oversight	3.63	
		Chief Executive Partnership & Oversight	3.73	
		Funding & Public Image	3.58	
	<b>I. The IMPACT</b>	Impact	3.63	<b>3.63</b>

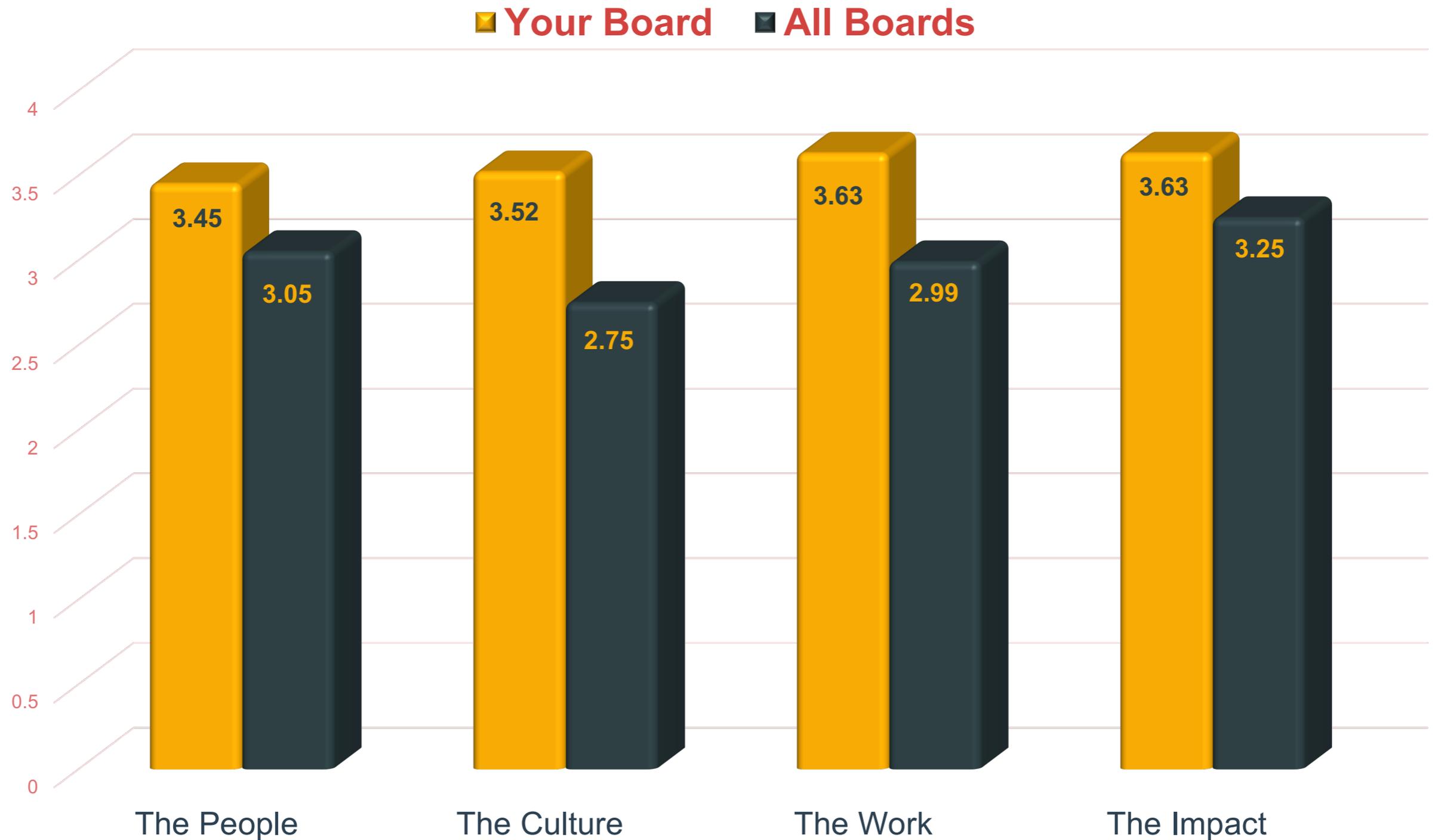
# Governance on a Continuum

## Striving for Exceptional

- Your board is mission-focused
- You have a strategic plan in place
  - Continue to regularly monitor progress and affirm alignment of organizational programs and priorities with the strategic plan.
- Your board has a culture of trust and respect



# Benchmarking Performance



# Checklist of Board Practices

Checklist of Policies and Practices (P&P)	% of P&P your board has in place
Organizational Practices	100%
Oversight Practices	96%
Board Practices	72%
CEO & Supervision	100%

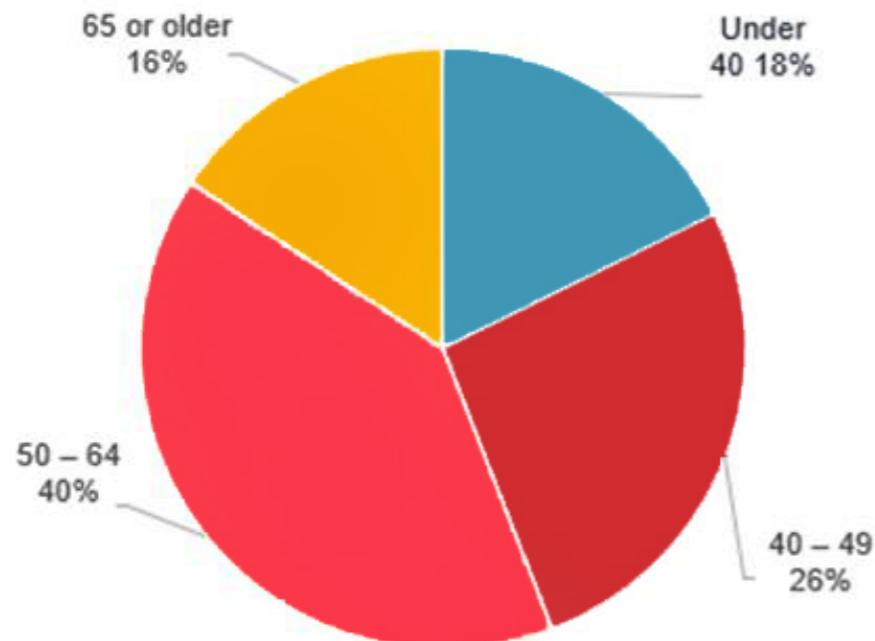
# Diversity: What's Typical?

The data on this and the next slide show demographics based on a national sample.

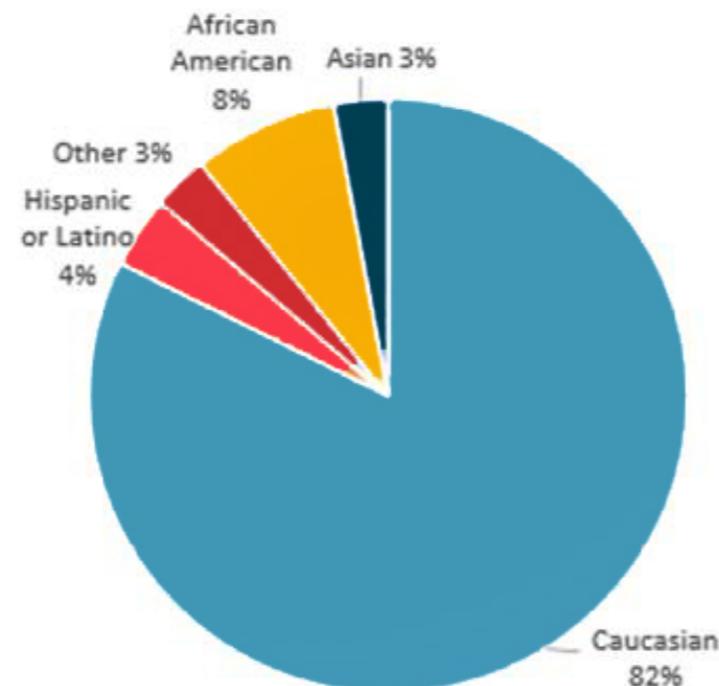
These data are descriptive rather than instructive and are intended only to serve as a starting point for board discussion.

- The average board has 15 members.
- 25% of boards have fewer than 11 members.
- 50% have fewer than 15 members.
- 75% have fewer than 20 members.

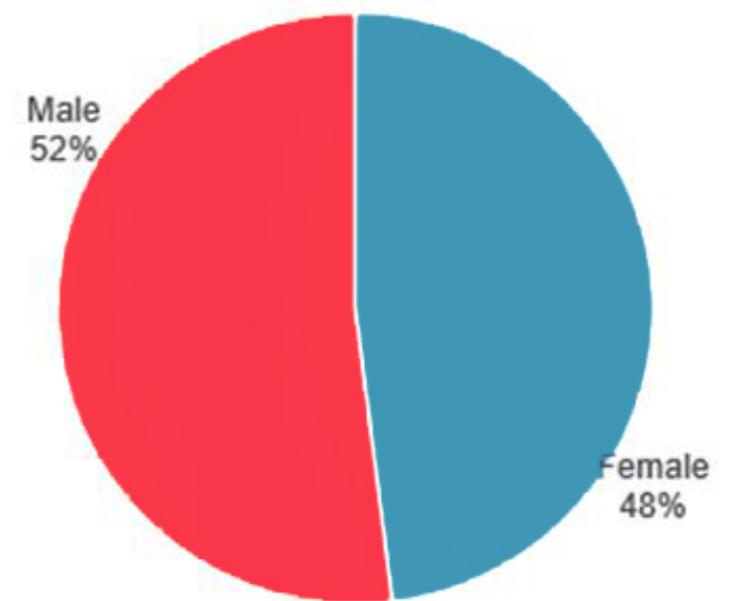
### Age of Board Members



### Ethnicity of Board Members



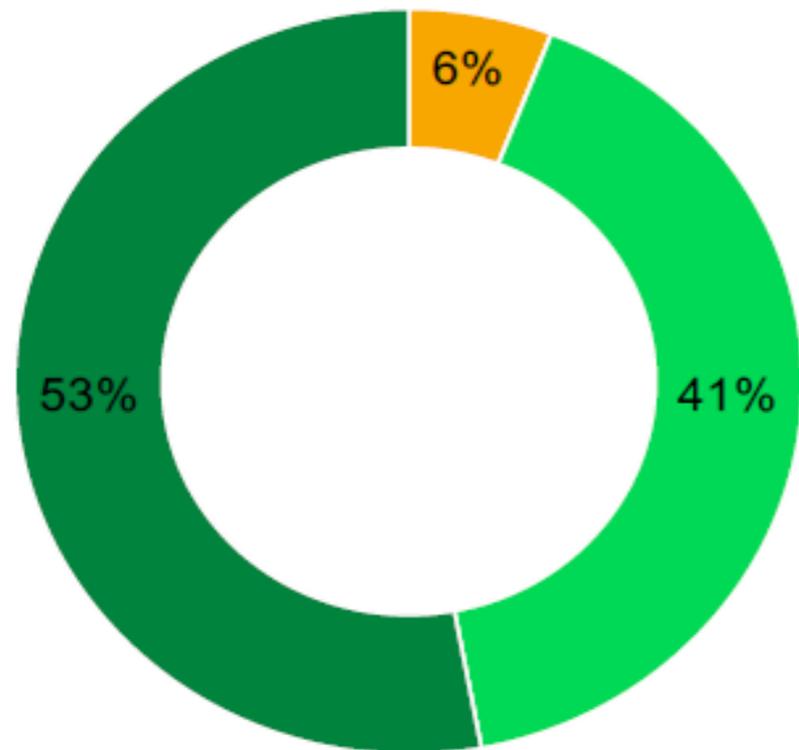
### Gender of Board Members



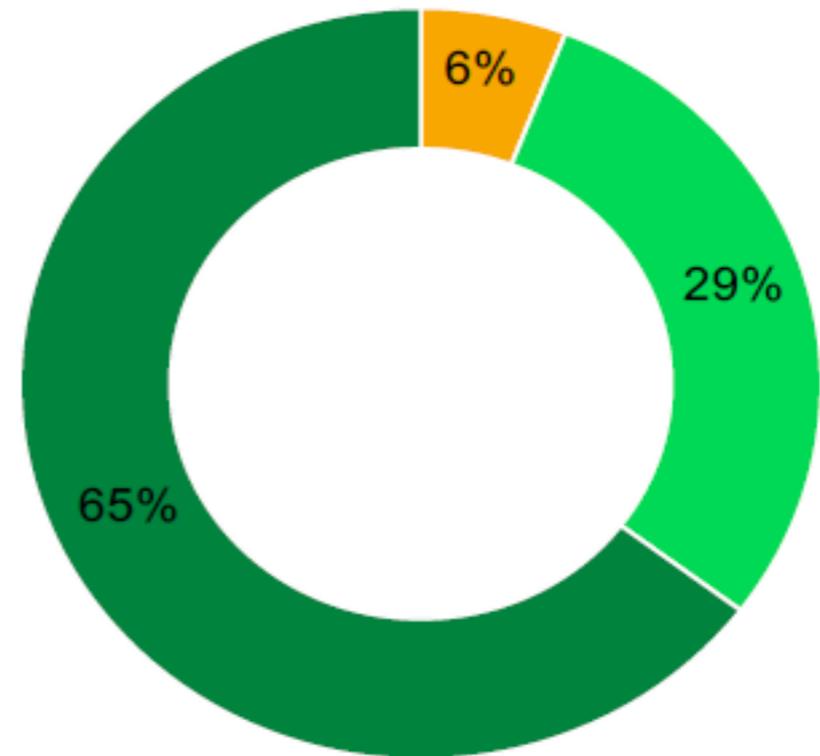
# Satisfaction with Commitment and Overall Experience

Are you satisfied with the level of commitment and involvement demonstrated by most board members?

Do you find serving on this board to be a rewarding and satisfying experience?



Very Satisfied Satisfied Neutral



Very Satisfying Satisfying Neutral

# Some Considerations

## Moving forward...

### **Clarify expectations of board service**

- Implement board member job descriptions

### **Use technology to enhance board member engagement**

- Enhance use of technology (in meetings & between meetings)
- Invest in a digital meeting platform
- Build a board member portal on web site

### **Review board committee structure**

- Create charters
- Articulate leadership expectations
- Expand committee composition to include non board members
- Dedicate resources to committee work
- Assign accountabilities



# Want More?

The CONNECT offers a high-level overview of your board's self-assessment results, complete with a consultant's callouts and considerations. To drill down further, you might consider the following:

- An in-person facilitated retreat
- Additional coaching phone calls with a BoardSource governance consultant

For more information, please contact [assessments@boardsource.org](mailto:assessments@boardsource.org) or 202.349.2583