

# BoardSource®

Empowering Boards. Inspiring Leadership.

## **Annual Performance Goals**

*Example Template for the Assessment of the Chief Executive (ACE)*

*Coming to a mutual understanding and agreement on anticipated accomplishments can be essential to nurturing a partnership between the board and chief executive. BoardSource's easy-to-use Assessment of the Chief Executive (ACE) tool can benefit both the chief executive and the board by providing an opportunity to clarify expectations, set mutual goals, and build on past experiences. When setting up the ACE for your organization, you will be given the opportunity to provide your chief executive's unique goals, which will be added to the first section of the survey. If the board does not have a set of established performance goals, please indicate within your intake form (we can remove this section from the survey tool) and use the assessment process as an opportunity to begin the discussion about goals for the upcoming year.*

### **Guidelines for Submitting Goals to BoardSource:**

When invited to provide goals within the intake form, you may submit up to **ten goals** of **200 characters** each. The goals provided will be added to "**Section One: Annual Performance Goals**" of the ACE by one of our BoardSource assessment representatives. Any information that cannot easily be transferred to our online survey (see *example formatting below*), will be returned to the facilitator listed on the intake form and they will be asked to revise the goals document to match our requested formatting.

### **Example Formatting:**

The following performance goals were established for the chief executive of your organization. Please indicate whether the chief executive met your expectations in pursuing or achieving each of these goals.

	Unsatisfactory	Needs Improvement	Meets Expectations	Exceeds Expectations	Exceptional	NA/Don't Know
1. Goal entered here	0	0	0	0	0	0
2. Goal entered here	0	0	0	0	0	0
3. Goal entered here	0	0	0	0	0	0
4. Goal entered here	0	0	0	0	0	0
5. Goal entered here	0	0	0	0	0	0
6. Goal entered here	0	0	0	0	0	0
7. Goal entered here	0	0	0	0	0	0
8. Goal entered here	0	0	0	0	0	0
9. Goal entered here	0	0	0	0	0	0
10. Goal entered here	0	0	0	0	0	0