Supporting the CEO

- How do we support the CEO?
  - By making sure we have strong policies in place
  - Make sure the management is supported by strong personnel, financial, information and clinical systems
  - Allowing the CEO proper authority to operate the center within those policies
  - Having full authority for hiring and firing all staff assigned to the center
  - Make sure we have a staff development program to maintain and increase leadership skills
  - Maintain adequate resources to operate the center
Evaluating the CEO

- Why should we valuate the CEO?
- The Bureau in the Program Expectations states under board responsibilities:

  The board must evaluate the performance of the chief executive and hold him or her accountable for the performance of the health center.
How do we evaluate the CEO?

- Documents to use for the evaluation:
  - Job Description
  - Strategic Plan
  - Short term goals
  - Health care plan
  - Other internal documents
There should be a written evaluation policy and procedure in place.
CEO Job Description

Do you have one?

What should be on it?
Board Policy

Example of policy:

- Conducted annually
- Evaluations completed by all board members returned to the chair of personnel committee at an address outside of the center.
- Results are tabulated and compared to prior years results
- Reviewed by personnel committee
- Results presented to CEO by Personnel Chair
- Copy placed into CEO’s personnel file of results only
- Original evaluations destroyed by personnel chair