

# CEO Annual Evaluation Survey

Please rate according to the following scale: 1 = remarkable; 2 = satisfactory; 3 = unsatisfactory; 4 = unknown

## Organizationwide Program Development and Delivery

A. Ensures that the organization has a long-range strategy that achieves its mission, and toward which it makes consistent and timely progress	1	2	3	4
B. Provides leadership in developing program and organizational plans with the board of directors, physicians, and staff	1	2	3	4
C. Meets or exceeds financial and quality goals	1	2	3	4
D. Evaluates how well goals and objectives have been met				
E. Demonstrates quality of analysis and judgment in program planning, implementation, and evaluation	1	2	3	4
F. Shows creativity and initiative in creating new services and programs	1	2	3	4
G. Maintains and utilizes a working knowledge of significant developments and trends in the health care field (such as patient rights, safety improvement, managed care, etc.)	1	2	3	4

Comments: \_\_\_\_\_

## Administration and Human Resource Management

A. Divides/assigns work effectively, delegating appropriate levels of freedom and authority	1	2	3	4
B. Establishes and makes use of an effective management team	1	2	3	4
C. Ensures that job descriptions are developed and regular performance evaluations are held and documented	1	2	3	4
D. Ensures compliance with personnel policies and state and federal regulations on workplaces and employment	1	2	3	4
E. Ensures that physicians and employees are licensed/credentialed as required, and that appropriate background checks are conducted	1	2	3	4
F. Recruits and retains a diverse staff	1	2	3	4
G. Ensures that policies and procedures are in place to maximize physician involvement in organizational activities	1	2	3	4
H. Encourages staff development and education, and assists staff in relating their work to the goals of the organization	1	2	3	4
I. Maintains a climate that attracts, keeps, and motivates a diverse group of top-quality physicians and staff	1	2	3	4

Comments: \_\_\_\_\_

## Community Relations

A. Serves as an effective spokesperson for the organization; represents the services and point of view of the organization to outside agencies, organizations, and the general public	1	2	3	4
B. Establishes sound working relationships and cooperative arrangements with community groups and other organizations	1	2	3	4

Comments: \_\_\_\_\_

## Financial Management

A. Assures adequate control and accounting of all funds, including developing and maintaining sound financial practices	1	2	3	4
B. Works with the physicians, staff, finance committee, and the board in preparing a budget; sees that the organization operates within budget guidelines	1	2	3	4
C. Maintains official records and documents, and ensures compliance with federal, state and local regulations and reporting requirements (such as Medicare cost reports, payroll withholding and reporting, etc.)	1	2	3	4
D. Supports an effective corporate compliance program	1	2	3	4
E. Assures that funds are received and disbursed in accordance with contract requirements	1	2	3	4

Comments: \_\_\_\_\_

## Quality and Safety

A. Develops realistic and ambitious quality and patient safety improvement goals	1	2	3	4
B. Meets or exceeds quality and patient safety improvement goals	1	2	3	4
C. Establishes positive relationships with physicians, managers, and staff to ensure adequate grass-roots support of performance improvement activities	1	2	3	4
D. Successfully involves physicians, managers, and staff in quality and patient safety improvement initiatives	1	2	3	4

Comments: \_\_\_\_\_