

## BOARD MEMBER GOVERNANCE COMPETENCIES

Competencies consist of knowledge and the ability or skill to apply that knowledge in the board's decision making processes. Below is a list of 16 competencies, each one refers to an area of knowledge which helps the board member in understanding the issues that come before them for deliberation. Most of the competencies involve complex areas of knowledge that continue to grow and change. Therefore, it is important to distinguish levels of competency within each area, ranging from no knowledge to a basic understanding, continuing up to a level in which you feel you have mastered the subject and finally, to a level in which you believe there is nothing more to learn. Since the main purpose of this instrument is to help you assess your individual strengths and identify areas in which you desire to acquire more understanding, each competency is followed by a space in which you can rate yourself from "1" to "5".

- "1" No knowledge.
- "2" Limited knowledge.
- "3" Basic knowledge.
- "4" Sufficient knowledge.
- "5" Mastery knowledge.

No one can be expected to master all 16 areas of competency! However, it is hoped that collectively, there will be sufficient competencies present at the board table to enable us to make informed decisions. Please assess your level of competency in each area by giving yourself a numerical rating for each competency in the first column using the guidelines described above. At the end of your self-evaluation, go back and select three competencies you would like to focus on improving this year by placing a check in the space next to the number by which you evaluated yourself. Next year, we will go through the same process which will enable us to see if we believe we are better able to participate in and contribute to the deliberations that come before the board and identify which areas we desire to focus on improving.

These individual self-evaluations will be collected and tabulated to get a picture of our strengths and weaknesses as a full board. This will help us identify needs for training. Indicate your level of understanding of the following:

1. **KNOWLEDGE OF PURPOSE, FUNCTION AND AUTHORITY OF MENTAL HEALTH BOARD/AUTHORITY**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

2. **KNOWLEDGE OF ICCMHA BYLAWS**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average

3. **KNOWLEDGE OF GOVERNANCE AND GOVERNANCE POLICY**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

4. **KNOWLEDGE OF VISION, MISSION, VALUES**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

5. **KNOWLEDGE OF PARLIAMENTARY PROCEDURE AND OPEN MEETINGS ACT**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

6. **KNOWLEDGE OF STRATEGIC PLANNING PROCESS**

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average

7. KNOWLEDGE OF CODE OF ETHICS

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

8. KNOWLEDGE OF RECIPIENT RIGHTS

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

9. KNOWLEDGE OF RELATIONSHIP WITH DCH, AFFILIATION (CEI, MANISTEE-BENZIE, GRATIOT, NEWAYGO, IONIA), AND ASSOCIATION

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

10. KNOWLEDGE OF RELATIONSHIPS WITH ELECTED OFFICIALS AND COMMUNITY STAKEHOLDERS

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

11. KNOWLEDGE OF FUNDING STREAMS

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

12. KNOWLEDGE OF RELATIONSHIP TO CEO AND STAFF

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

13. KNOWLEDGE OF OUTCOMES

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

14. KNOWLEDGE OF BEST PRACTICE/BEST VALUE AND FIDELITY SCALES

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

15. KNOWLEDGE OF RELATIONSHIP WITH CARF

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

16. KNOWLEDGE OF ACRONYMS/COMMONLY USED LANGUAGE

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

Average:

NOTE: These averages are based on the return of surveys.

(Add up the competency rating numbers you gave yourself in the first column.) \_\_\_\_\_

(Divide the total by 16 to get your average competency.) \_\_\_\_\_

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_