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Board of Directors Evaluation

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The board of directors is central in a co-operative business. The directors need to be able to make good decisions to ensure the co-op remains healthy, and they should work to improve their knowledge of the business and how best to run it.

Understanding where a board is performing well and where it has shortcomings is important. It will help the board figure out what it can do to strengthen its ability to make good decisions. A great strategy for a board is to do an evaluation of its progress and capacity.

This is an exercise boards can use to evaluate themselves in a planning session with all directors or with an expert consultant.

Board of Directors Evaluation

On a scale of 1-5 (with 1 being 'Very Poor' and 5 being 'Very Good'), rate the board's performance on the following:



Performance area	1	2	3	4	5
Understanding of the co-operative's mission and objectives					
Ability to achieve the co-operative's goals					
Understanding of the board's roles and responsibilities					
Understanding and familiarity with the co-operative's bylaws					
Ability to lead staff or shareholders					
Productivity at board meetings					
Ability to create effective committees					
Ability to create effective policy					
Ability to engage in strategic planning					
Ability to develop goals and objectives					
Understanding of financial reports, questions, and concerns					
Ability to communicate the financial health of the co-operative					
Understanding of relevant regulations					
Awareness of opportunities available to the co-operative					
Ability to monitor and report on board progress					
Ability to monitor and report on staff progress					
Ability to respond to opportunities or changes					
Ability to handle urgent matters					
Understanding of relevant industry trends and practices					
Ability to recruit new board members					

Identify the top three to five challenges, opportunities, or issues the board should work on right now:

Issue 1:

Issue 2:

Issue 3:

Issue 4:

Issue 5:

Build on these three issues by filling out the following table:

Issue	How can the board work on this?	How would improving this help the co-op?
1.		
2.		
3.		
4.		
5.		

For more information check out The Common Share podcast (<https://cooperativesfirst.com/common-share-podcast/>). Episodes 3 to 7 deal with different aspects of board governance:

Episode 3: Why we need governance (<https://cooperativesfirst.com/blog/2018/04/30/podcast-why-we-need-governance/>)

Episode 4: Getting people involved in board governance (<https://cooperativesfirst.com/blog/2018/05/14/podcast-episode-4-getting-people-involved-in-board-governance/>)



Episode 5: Working board versus Policy board (<https://cooperativesfirst.com/blog/2018/05/30/working-board-versus-policy-board/>)

Episode 6: Dealing with conflict on a board (<https://cooperativesfirst.com/blog/2018/06/15/board-conflict/>) (<https://coopcreator.ca/>)

Episode 7: The importance of board diversity (<https://cooperativesfirst.com/blog/2018/07/04/episode-7-the-importance-of-board-diversity/>)

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(<https://coopcreator.ca/resource/creating-a-conflict-of-interest-policy/>)

Board Member Recruitment

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(<https://coopcreator.ca/resource/board-member-recruitment/>)

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