

# Survey Questions:

## Section 1: Strategic Planning Initiatives (weighted 50%)

<b>Strategic Planning Initiatives</b>		# of N/A No Input	# of Minimal Effective Ratings	# of Effective Ratings	# of Highly Effective Ratings	Avg of Ratings
1	Successfully implemented a structurally balanced budget for FY26 based on ACFR final report.					
2	Obtained District Board of Health approval to a structurally balanced FY27 budget					
3	Obtain Federal/State/Private grants and other funding to support key Strategic Plan initiatives					
4	Successfully secured an increase in general fund allocations from the County to support public health efforts and achieve a balanced budget.					
5	Develop and manage annual budgets, ensuring that funding is allocated effectively to meet strategic health priorities.					
6	Obtain DBOH acceptance of the organization's strategic plan that addresses both short-term and long-term community health needs.					
7	Achieve full compliance to maintain Public Health Accreditation by the Public Health Accreditation Board.					
8	Foster a positive and productive work environment by implementing strategies to improve employee satisfaction, ensuring that employee survey results meet or exceed the County's rating.					
9	Exhibits strong leadership by utilizing data to guide decision-making that aligns with the district's Strategic Priorities					
10	Effectively implemented a workforce optimization plan that includes restructuring programs, responsibilities, and workflows based on best practices to improve efficiency and improve overall service delivery.					
11	Provided strategic leadership in convening cross-sector partners to advance the Community Health Assessment and successfully established shared community health priorities.					

12	Achieve review of plans to ensure compliance with established regional benchmarks.					
13	Advocates for public health by effectively articulating emerging public health objectives and best practices to stakeholders, ensuring informed decision-making and support for necessary policy changes to influence public health legislation.					
14	Successfully implemented NNPH's workforce development plan with measurable strategies that enhance recruitment, retention, training and leadership development, ensuring staff are well equipped to meet the district's public health goals and address emerging health challenges.					
15	Achieved at least 70% of strategies outlined in the strategic plan to address community health needs and emerging public health threats.					
16	Actively addresses health disparities in underserved communities by integrating equity-focused initiatives into NNPH's Strategic Plan, ensuring that all populations have the opportunity to achieve optimal health outcomes.					
17	Conducts regular emergency response drills and actively implements after action results with all key stakeholders to test readiness and improve response systems.					

Overall Average -

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**Comment Section:**

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**Section average = \_\_\_\_\_**

**Scoring: 0 = Participant has no basis for input; 1 = Minimally Effective  
2 = Effective; 3 = Highly Effective**

**Survey Questions:**  
**Section 2: Board Relations (weighted 20%)**

<b>Board Relations</b>		# of N/A No Input	# of Minimal Effective Ratings	# of Effective Ratings	# of Highly Effective Ratings	Avg of Ratings
1	Effectively implements the Board's policy directions and philosophy					
2	Clearly articulates complete and accurate information to all Board members in a transparent and timely manner.					
3	Effectively communicated and began implementation of Strategic Plan Initiatives.					
4	Demonstrates a comprehensive understanding of organizational operations.					
5	Actively updates key stakeholders by sharing data, reports and the rationale behind public health decisions and initiatives, demonstrating a commitment to accountability.					
<b>Overall Rating</b>						

**Comment Section:**

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**Section average = \_\_\_\_\_**

**Scoring: 0 = Participant has no basis for input; 1 = Minimally Effective  
 2 = Effective; 3 = Highly Effective**

## Survey Questions:

### Section 3: Internal Leadership-Direct Reports

(weighted 20% in Comparable score, weighted 10% in non-comparable score)

<b>Internal Leadership</b>		# of N/A No Input	# of Minimal Effective Ratings	# of Effective Ratings	# of Highly Effective Ratings	Avg of Ratings
1	Functions as an effective leader of the organization; understanding organizational operations, gaining trust, respect and collaboration.					
2	Fosters a culture that prioritizes data-driven decision-making using data analytics from the performance management system to assess performance and identify areas for improvement.					
3	Values staff and recognizes them for their contributions					
4	Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.					
5	Provides clear directions to address Strategic Plan initiatives.					
6	Effectively manages organizational change by establishing clear expectations, and ensuring staff are adequately supported and that changes result in improved health service delivery.					
<b>Overall Average</b>						

## Comment Section:

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**Section average = \_\_\_\_\_**

**Scoring: 0 = Participant has no basis for input; 1 = Minimally Effective  
2 = Effective; 3 = Highly Effective**

**Survey Questions:**

**Section 4: Community Stakeholder Engagement (weighted 10%)**

<b>Community Stakeholder Engagement</b>		<b># of N/A No Input</b>	<b># of Minimal Effective Ratings</b>	<b># of Effective Ratings</b>	<b># of Highly Effective Ratings</b>	<b>Avg of Ratings</b>
1	Practice timely and effective communication with all stakeholders on emerging public health threats within the County.					
2	Accessible to leadership of other agencies, jurisdictions, and organizations; displaying appropriate diplomacy and tact.					
3	Established and maintain effective communication and coordination with key stakeholders across the region and state to align health priorities, ensuring timely and collaborative action.					
4	Effectively communicates organizational goals, initiatives, and performance metrics to key stakeholders.					
<b>Overall Rating</b>						

**Comment Section:**

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**Section average = \_\_\_\_\_**

**Scoring: 0 = Participant has no basis for input; 1 = Minimally Effective  
2 = Effective; 3 = Highly Effective**

**Survey Questions:** Only included in the 2<sup>nd</sup> scoring results

**Section 5: NNPH Staff Who Supervise (weighted 10%)**

<b>NNPH Staff Who Supervise</b>		# of N/A No Input	# of Minimal Effective Ratings	# of Effective Ratings	# of Highly Effective Ratings	Avg of Ratings
1	Functions as an effective leader of the organization; understanding organizational operations, gaining trust, respect and collaboration.					
2	Fosters a culture that prioritizes data-driven decision-making using data analytics from the performance management system to assess performance and identify areas for improvement.					
3	Values staff and recognizes them for their contributions					
4	Works to be an effective liaison between Board members and staff; allowing staff the space needed to successfully execute the Board policies.					
5	Provides clear directions to address Strategic Plan initiatives.					
6	Effectively manages organizational change by establishing clear expectations, and ensuring staff are adequately supported and that changes result in improved health service delivery.					
<b>Overall Average</b>						

**Comment Section:**

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**Section average = \_\_\_\_\_**

**Scoring: 0 = Participant has no basis for input; 1 = Minimally Effective**

**2 = Effective; 3 = Highly Effective**