

# BOARD EVALUATION

## A Guide for Recreation and Sport Organisations

### WHY CONDUCT A BOARD EVALUATION?

Principle 4.6 of the Australian Sports Commission Sports Governance Principles states: *'that the board regularly review and assess its own performance and the performance of individual directors, including that of the chair and its committees'*. When done well, board assessment can be an extremely productive process. A robust and successful assessment will give the board:

- A balanced view of its performance, identifying the positive aspects of the board's operation and areas for improvement
- A benchmark against which the board can assess its collective and individual progress and performance over time
- A basis to establish agreed performance objectives for the board.

The process should include mechanisms such as external facilitators, assessment questionnaires, confidential non-attribution interviews and a workshop on the findings. Additionally, 360 degree feedback from the likes of management and key stakeholders enhances the comprehensiveness of any program. An effective program should also include separate assessments of individual directors' performance and that of the chair.

The survey templates that have been developed by the Australian Sports Commission can be adapted for use by State Sport and Recreation Associations.

### EXAMPLE BOARD EVALUATION PROCESS

#### 1. DEFINE

The Board Evaluation Survey is defined, explained and customised to suit your organisation

#### 2. MEASURE

The Survey is completed by board members using a paper or online version

#### 3. ANALYSE

Results are analysed and benchmarked

#### 4. REPORT

The Board Evaluation Survey Report is presented to the board and the findings are workshopped

