

**PERFORMANCE APPRAISAL PROCESS
EXECUTIVE DIRECTOR
FY 2013-14**

PART I. BUSINESS GOALS

GOALS/OBJECTIVES	TARGET	STATUS	COMMENTS
1. Reframe Evaluation – simplify software system for data collection, re-design outcome tools, identify high level indicators for each goal area, and engage funded partners in developing and implementing program level improvement tools.	Q2		
2. Develop and implement plan for parent leadership and enhanced parent involvement in First 5, working with recently formed countywide collaborative on parent engagement.	Q3		
3. Maximize organizational efficiencies through improved work flows, simplified processes for contracting, invoicing and amendments, models of program support for funded partners, strong internal and external communications, and staff development.	Q3		
4. Build on First 5 Ventura County’s successes with place-based/collective impact initiatives, engaging regional and national funders/policy makers through publications and social media (e.g., blogs).	Q4		
5. Leverage First 5 resources (staff resources and financial resources) through a leadership role in developed and emerging collaboratives formed to address countywide issues, i.e., Oral Health Collaborative, Healthy Ventura County, Ventura County Together, RTT Consortium, Breastfeeding Coalition and Hospital Consortium.	Q4		