

**PERFORMANCE APPRAISAL
EXECUTIVE DIRECTOR
FY 2021-22**

PART I. BUSINESS GOALS

GOALS/OBJECTIVES	TARGET	STATUS	COMMENTS
1. Fully implement to Commission's key investments in Neighborhoods for Learning and Help Me Grow. Review alignment of strategies with emerging local, state and federal opportunities, and recommend modifications as needed.	Ongoing		
2. Identify resources and opportunities, both financial and nonfinancial, to support the vision, mission, and strategic priorities of F5VC.	Ongoing		
3. Identify, develop, and maintain the key relationships in the community necessary to support an effective organization and to improve services for young children and their families.	Ongoing		
4. Continue to strengthen parent engagement model to include ongoing support of parent leadership network, regular opportunities for parent volunteer involvement, collaboration with organizations working with parent leaders, and ongoing training and support for emerging parent leaders.	Ongoing		
5. Complete annual performance evaluation of Executive Director and establish business goals for following FY	Q4		

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GOALS/OBJECTIVES	TARGET	STATUS	COMMENTS
1. Develop an Implementation Plan for the FY 2020-22 Strategic Plan, inclusive of proposed implementation models for the Commission's strategic investments and system integration activities. Develop evaluation design that aligns to current investments.	Q3		
2. Continue to monitor the implementation of the Commission's Year 4-5 investments in Neighborhoods for Learning, preschool, Help Me Grow, and system change. Review alignment of strategies with emerging local, state and federal opportunities, and recommend modifications as needed.	Quarterly		
<u>1. Fully implement to Commission's key investments in Neighborhoods for Learning and Help Me Grow. Review alignment of strategies with emerging local, state and federal opportunities, and recommend modifications as needed.</u>	<u>Ongoing</u>		
<u>3.2. Identify resources and opportunities, both financial and nonfinancial, to support the vision, mission, and strategic priorities of F5VC.</u>	<u>Ongoing</u>		
<u>4.3. Identify, develop, and maintain the key relationships in the community necessary to support an effective organization and to improve services for young children and their families.</u>	<u>Ongoing</u>		
<u>5.4. Continue to strengthen Expand parent engagement model to include ongoing support of parent leadership network, regular opportunities for parent volunteer involvement, capacity building for collaboration with organizations working with parent leaders, and ongoing training and support for emerging parent leaders.</u>	<u>Ongoing</u>		
6. Continue to provide leadership in the response to Covid-19 to address emerging needs of children, their families and community partners. Assess impact on First 5's operations and make recommendations for implementing organizational changes as relevant.	Q4		

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GOALS/OBJECTIVES	TARGET	STATUS	COMMENTS
7-5. Complete annual performance evaluation of Executive Director and establish business goals for following FY	Q4		