



SOUTHERN NEVADA  
*Community*  
HEALTH CENTER

# 2022 Executive Director Annual Review Results

November 17, 2022

# Executive Director Review Committee

- HRSA required activity.
- The health center Governing Board is responsible for assessing the achievement of project objectives.
- The Governing Board is responsible for evaluating the performance Executive Director of the Southern Nevada Community Health Center.
  - The **Executive Director Review Committee** will evaluate performance and provide feedback and support to the Governing Board and the Executive Director as a part of the Executive Director's Annual Evaluation process.

# Evaluations Were Conducted by the Board

## Consisting of:

### ➤ Four (4) Scored Questions

#### Scoring Guide

1 - Poor

2 - Fair

3 - Good

4 - Outstanding

### ➤ Two (2) Non-Scored Narrative Questions

➤ **General Strengths**

➤ **Areas for Growth**

#### Weight of each Question

Question 1 - Weighted 20% of overall score

Question 2 - Weighted 50% of overall score

Question 3 - Weighted 10% of overall score

Question 4 - Weighted 20% of overall score

#### # of Evals Requested:

8

#### # of Evals Received:

6

# Q1: CEO ensures that the agency has a long-range strategy which achieves its mission, and toward which it makes consistent timely progress through:

- ▶ Providing Leadership in Program development and org plans with BOD.
- ▶ Meets or exceeds program goals in quantity and quality.
- ▶ Evaluates how well goals and objectives have been met.
- ▶ Demonstrates quality of analysis and judgment in program planning, implementation, and evaluation.
- ▶ Shows creativity, and initiative in developing new programs.
- ▶ Maintains and utilizes a working knowledge of significant developments and trends in the field (such as healthcare legislation, public health concerns, health disparities, other disease and healthcare issues in communities served).

Average Score  
(Weighted at 20%)  
**3.50**

## Q2: Administration and Human Resource Management:

- ▶ Divides and assigns work effectively, delegating appropriate levels of freedom and authority
- ▶ Establishes and makes use of an effective management team
- ▶ Maintains appropriate balance between administration and programs
- ▶ Ensures that job descriptions are developed, and that regular performance evaluations are held and documented
- ▶ Ensures compliance with personnel policies and state and federal regulations on workplaces and employment
- ▶ Ensures that employees are licensed and credentialed as required
- ▶ Recruits and retains a diverse staff
- ▶ Ensures that policies and procedures are in place
- ▶ Encourages staff development and education
- ▶ Maintains a climate which attracts, keeps, and motivates a diverse staff of top-quality people

Average Score  
(Weighted at 50%)  
**3.40**

## Q3: When representing the organization in the communities the CEO:

- ▶ Serves as an effective spokesperson for the agency; represents the programs and point of view of the organization to the agencies, organizations and the general public
- ▶ Establishes sound working relationships and cooperative arrangements with community groups and organizations
- ▶ Welcomes and pursues opportunities to share organizational objectives and perspectives in local, regional, and national forums as strategically appropriate.

Average Score  
(Weighted at 10%)  
**4.00**

## Q4: The CEO exhibits sound knowledge of the financial management of the organization through the following demonstrated activities:

- ▶ Assures adequate control and accounting of all funds, including developing and maintaining sound financial practices
- ▶ Works with the staff, Finance Committee, and the board in preparing a budget; sees that the organization operates within budget guidelines
- ▶ Maintains official records and documents, and ensures compliance with federal, state, and local regulations and reporting requirements (such as annual information returns, payroll withholding and reporting, etc.)
- ▶ Executes legal documents appropriately
- ▶ Assures that funds are disbursed in accordance with contract requirements and donor designations

Average Score  
(Weighted at 20%)

**3.67**

# “General Strengths” Narratives 2022

- Dr. Leguen is on top of his game. He is committed and involved and provides a great place for public health to happen.
- Humble.
- Clarity of messaging, vision/planning.
- The team at the CHC and the SNHD are very engaged and working at a fast pace. To run the program effectively in the time of COVID is commendable. I have seen such growth during this time. Very happy with new programs and the new center.
- Good handle on what's going on at SNHD. Hires good candidates.
- Sound knowledge of the healthcare system.



# “Areas for Growth” Narratives from 2022

- From my perspective he does solid work in every area despite the challenges.
- All, there is always room for growth.
- N/A
- I don't know how he interacts with staffers, maybe add trainings, retreats or similar and let the board know quarterly... honestly can't think of much!
- Understanding of the legislative landscape and opportunities for funding.

# 2022 Executive Director Annual Review Overall Weighted Score:

# 3.53

## Scoring Guide

- 1 - Poor
- 2 - Fair
- 3 - Good
- 4 - Outstanding

# Discussion, Comments, and Questions