



Conservation District Director Program Analysis



Purpose

- n Score Districts for State Funding
- n Emphasize board activities required by State Law
- n Maintain system that keeps districts moving forward

Score Districts for State Funding

- n Establish fair performance evaluation system
- n Allow for differences in scoring by managers
- n Assure districts are penalized or rewarded based on performance.

Emphasize Board Activities Required by State Law

- n Financial Management accounts for 20 to 25% of analysis score (100 points possible)
- n Other directors responsibilities make up 25 to 30% of of analysis score
- n Boards meeting 9 times or more a year earns 9 points
- n 5 points taken away for consistent late reporting
- n 6 points for personnel management
- n Up to 5 bonus points for area and state meeting attendance

System That Keeps Districts Moving Forward

- n In the past, 20 to 28 points given for activities that are considered important, but not mandatory
- n Information- Education
- n Fund raising projects and activities
- n Contact with local, state, and federal legislators
- n 2011- this section will comprise 35 points.

Summary

- n Overall, we feel the Program Analysis is a very good tool to measure district board performance
- n Allows for progressive, high performing districts to score higher
- n District performance is maintained at a higher level due to the Program Analysis

Thanks

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Questions