

# Conservation District Director Program Analysis



### Purpose

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

#### Score Districts for State Funding

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

# Emphasize Board Activities Required by State Law

- r Financial Management accounts for 20 to 25% of analysis score (100 points possible)
- Other directors responsibilies make up 25 to 30% of of analysis score
- Boards meeting 9 times or more a year earns 9 points
- 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

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

#### Summary

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

### Thanks

Questions