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April 16, 2025

TO: RAILS Board of Directors

FROM: Rene Leyva, RAILS Board President

SUBJECT: Executive Director Evaluation

The evaluation for Monica will be in the form of a survey. The survey will include:

1. Organizational Goals (from the Board-approved FY2025 goals. Each Board member will rate success on each (1-4) and have a place to comment at the end of the section)
2. Performance Factors (includes Core Values, ED Specific Competencies, Board Relationship, Leadership and Management Ability, Building a Strong Organization, External Communication and Relationship Building) (Rating and comment box for each section)
3. Summary of performance (overall rating [1-4] and comment box for summary of overall performance)
4. Goals for Next year (comment box including potential goal suggestions from each Board member)

The link to the survey will be sent after the Board meeting and each Board member should complete the survey by May 15.