

DATE: April 17, 2026
TO: RAILS Board of Directors
FROM: Gwen Gregory, RAILS Board President
SUBJECT: Executive Director Evaluation

The evaluation for Monica will be conducted as a survey. The survey will include:

1. Organizational Goals: from the Board-approved FY2026 goals. Each Board member will rate success on each goal (1-4) and have a comment box at the end of the section.
2. Performance Factors: including Core Values, ED Specific Competencies, Board Relationship, Leadership and Management Ability, Building a Strong Organization, External Communication, and Relationship Building. Rating (1-4) and a comment box for each section.
3. Summary of Performance: overall rating (1-4) and a comment box for the summary of overall performance.
4. Goals for Next Year: comment box including potential goal suggestions from each Board member

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