

### Summary of 2023 Executive Director Performance Evaluations

	Planning	Financial and Program Management	Operations Management	Community Relations and Advocacy	Governing Council Relations
Dr. Zandra Glenn	3	5	4	4	5
Terrance Watts	4	4	4	4	4
Paul Mitchell	3	3	5	5	5
Carolyn Cummings	4	4	4	5	5
Rocky Hanna	4	4	4	4	4
Darryl Jones	5	5	5	5	3
Anthony Miller	4	4	4	4	4
Mark O'Bryant	4	4	4	3	5
<b>Average Rating</b>	<b>3.88</b>	<b>4.13</b>	<b>4.25</b>	<b>4.25</b>	<b>4.38</b>

<b>High Score:</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>
<b>Low Score:</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>3</b>

Evaluator	Planning	Financial and Program Management	Operations Management	Community Relations and Advocacy	Governing Council Relations	Additional Comments
Dr. Zandra Glenn	N/A	N/A	N/A	N/A	N/A	<p>Ms. Rose Green has proven to be a high performing Executive Director for CSCLC. She is competent in her duties, well connected to our Leon County partners and works to advance the interests of CSC. With her leadership, we have refocused our efforts on our strategic plan, made progress in establishing funding streams for several of our priority areas and established procedures that will allow the Council to work more effectively and efficiently. In the upcoming year, I would like to see the Council develop benchmark metrics to define and track our performance and improve our community relations by being more intentional in sharing our successes and priorities. I am honored to have had Ms. Green as the Executive Director as I served as Chair of CSCLC. She is a pleasure to work with.</p>
Terrance Watts	N/A	N/A	N/A	N/A	N/A	N/A
Paul Mitchell	N/A	N/A	N/A	N/A	N/A	N/A
Carolyn Cummings	N/A	N/A	N/A	N/A	N/A	<p>The Executive Director has really grown in her role. She has been very effective and instrumental in elevating the awareness of the CSC to community members, service providers and other local entities, who previously might have been unaware of services and assistance available through the council for children. Under her leadership, a non-competitive financial award of up to \$15,000.00 for smaller service providers has gone a long way to equalize funding to many entities in the marginalized communities, who otherwise would not receive any financial assistance to serve our children. The recent hire of a Program and Quality Assurance Specialist was a great management decision designed to document contract compliance and program efficiency, which is essential in evaluating the effectiveness of those who enter contracts to provide services.</p>

Evaluator	Planning	Financial and Program Management	Operations Management	Community Relations and Advocacy	Governing Council Relations	Additional Comments
Rocky Hanna	N/A	N/A	N/A	N/A	N/A	Director Green has done an excellent job this past year directing and managing the operations of the Children's Service Council. Ms. Green consistently provides positive leadership and serves as an outstanding advocate for the council in the community. Ms. Green has also done a good job of managing the personalities and expectations of board members who have a wide variety of thoughts and goals. Moving forward the council, under Ms. Green's leadership, must begin to narrow its focus in order to bring about real change and impact. The challenge for Ms. Green, for the coming year, will be how to effectively build consensus around her vision and visions of the 10 board members.
Darryl Jones					This will improve.	I have witnessed the Director rightfully assume her place in the community as a subject matter expert on youth issues and as an influencer of public policy on strengthening families. The retreat Mrs. convened for the Children Services Council members was a turning point and will inform our working dynamic in the months ahead. I am sure this improve her engagement with Council members and sustain a collegiality and collaborative environment among council members that the children, families and taxpayers of our community rightfully expect and deserve. The Best is Yet to Come.
Anthony Miller	Executive Director Green has consistently demonstrated a high level of strategic planning, community coordination, and internal staff planning. In the past year, the CSC has experience significant change to its membership, its staff, and funding issues. Ms. Green has applied effective strategic planning efforts to respond to these changes.	Ms. Green has demonstrated effective financial and program management, including preparing, managing and overseeing annual budget and funding recommendations for the council's approval. She has continued to increase her knowledge of the budget process and has been responsive to the council's requests for budget information needed to guide them in the decision making process.	Ms. Green has consistently demonstrated a high level of operations management, that is customer-centered and priority focused. Her strength this area was highlighted during a one-day recent strategic planning meeting she planned for council. The planning meeting was emphasized her focus on the priority objectives to help the council achieve its objectives and mission.	Ms. Green consistently uses her broad experience in child welfare and related areas to foster effective community relations and advocacy. She is passionate about child welfare but balances her passion in a way that focuses on developing working relationships within the community in a way that maximizes key strategic issues facing the community. This is her strongest area as the executive director.	Governing Council relations continues to be a strength of Ms. Green's leadership. She consistently demonstrates effective directional leadership, positive and open communications, oversight, productive coordination with the Chair and Governing Council members. Her open approach to communications has helped create a culture where questions from council members and the public are encouraged in a constructive and positive manner.	Executive Director Green continues to be a strong and effective leader. This past year the Governing Council has faced significant challenges (budget priorities, procurement, staffing and council changes, etc.) and in large part, Ms. Green's directional leadership has allowed the Council to move forward in a positive way to achieve its strategic and operational goals in advent of these challenges. She has hired new staff and created an environment for them to develop and assist the Council.
Mark O'Bryant	N/A	N/A	N/A	N/A	N/A	Cecka has a very difficult job of leading basically a start-up company with the "owners" being the Leon County citizens. There are those who would like the CSC to disappear while others believe that it is, and never will, do enough. I commend her diligence in the face of constant adversity.