

Board of Trustees

Part of our staff evaluation process this year will include the USCJ | RA Collaborative Leadership Assessment. The assessment is designed to provide feedback on leadership, productivity and impact within CBS. Please review and familiarize yourself with the forms that follow. You will have an opportunity to complete up to three (3) evaluations at the beginning of the February 24th board meeting. Thank you for providing your valuable input.

Collaborative Leadership Assessment Instructions

**Please evaluate Rabbi Chapman - Cantor Stoehr - Michael Garlin
using the following parameters:**

- ❖ Respond **ONLY** based on your personal observations and interactions within the past year **(2024)**
- ❖ Do not complete a form if you believe you lack sufficient knowledge or information to evaluate the individual's performance.
- ❖ When completing a form, feel free to skip questions if you don't have sufficient interaction or observation to answer them.

Name: _____ indicate Rabbi Chapman, Cantor Stoehr or Michael Garlin
Position: _____ (leave blank)
Assessed by: _____ (your name optional)
Assessment date: _____ 2025

THANK YOU!

Name: _____

Position: _____

Assessed by: _____

Assessment date: _____

Part 1: Impact & Presence

This individual's actions contribute to our community's success.

1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual has the tools and resources needed to do their job well.

1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual functions as a team player.

1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual has a positive impact on morale across the organization.

1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual offers constructive feedback to other leaders within the organization.

1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual initiates discussions to resolve conflicts.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual brings added value to our organization or congregation as a whole.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual works collaboratively.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual demonstrates a deep commitment to helping our organization grow and thrive.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual is committed to working in innovative ways to meet the organization's goals.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual is approachable and accessible to staff, lay leaders, and members regularly.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual carries out all responsibilities in an ethical manner.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual is a good fit for our organizational culture.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual effectively navigates organizational politics.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual is reliable and follows through on commitments.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual leads with confidence.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual is a skilled listener.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

This individual demonstrates excellence in their role.				
1 Strongly Disagree	2	3	4	5 Strongly Agree
Comments:				

Name: _____
Position: _____
Assessed by: _____
Assessment date: _____

Part 2: Core Leadership Skills and Competencies

Builds constructive working relationships with others characterized by a high level of acceptance, warmth, and mutual respect.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Incorporates relevant data to grasp issues, draw conclusions, and solve problems.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Develops new ideas and strategies to complete tasks and assignments.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Makes timely, informed decisions that take into account the facts, goals, constraints, risks, and implications.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Takes personal responsibility for the quality and timeliness of work and achieves results with little oversight				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Prioritizes the member experience and level of satisfaction across the organization.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Earns others' trust and respect through honesty, transparency, maintaining confidentiality when necessary, and demonstrating a high level of professionalism in all interactions.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Promotes cooperation and collaboration with other leaders and staff.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Shares appropriate information clearly, promptly, and effectively.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Is proactive in seeking information and staying informed.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Part 3: Organizational Achievement in Functional Areas

Provides pastoral care, visits the sick, comforts the bereaved, etc.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Provides high quality educational programs and classes for members of all ages

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Effectively and responsibly manages finances, business administration and operations.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Fosters meaningful opportunities for social activism and action; Serves as an agent for change in the broader community.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Visionary leadership inspires people about future possibilities.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Strengthens community and one's sense of belonging. Builds alliances and partnerships within and outside the walls of the organization.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
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Comments:
Leads and provides meaningful worship experiences, ceremonies, holiday observances, and rituals.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
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Comments:
Provides spiritual guidance and supports members, congregants or constituents on their religious journeys.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
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Comments:
Facilitates successful development campaigns and initiatives to secure critical funding.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
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Comments:
Makes learning classic Jewish texts accessible and promotes lifelong Torah study.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
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Comments:
Hires, trains, supports and successfully retains top professional talent to serve the community.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
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Comments:

Maintains a professional workplace culture.				
<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

Use for your organization's additional objectives.

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				

<input type="checkbox"/> Unsatisfactory	<input type="checkbox"/> Needs Improvement	<input type="checkbox"/> Meets Expectations	<input type="checkbox"/> Exceeds Expectations	<input type="checkbox"/> Distinguished
Comments:				