



**CHILDREN'S TRUST**  
**OF ALACHUA COUNTY**

## Annual Performance Evaluation - Colin Murphy

Please rate the Executive Director's performance out of five stars and provide comments in the boxes below.

\* 1. **Name**

\* 2. **Planning**

- Work with the Board to develop a Strategic Plan and update as appropriate.
- Direct the activities of the CTAC based on the strategic plan.
- Institute mechanisms to ensure community involvement in planning processes.
- Work with other local planning bodies to ensure coordination and consistency of efforts.

- Develop benchmarks to track progress toward strategic goals.

Needs Improvement	Below Expectations	Meets Expectations	Above Expectations	Exceptional
★	★	★	★	★

Comments



\* 3. **Financial and Program Management**

- Preparation, management and oversight of annual budget and funding recommendations for Board approval.
- Preparation and oversight of budget model forecast for planning purposes.
- Establishment of policies and procedures related to the evaluation of funding requests.
- Oversight of program and fiscal monitoring of funded programs.

Needs Improvement	Below Expectations	Meets Expectations	Above Expectations	Exceptional
★	★	★	★	★

Comments



\* 4. **Operation Management**

- Foster high levels of customer service to ensure effectiveness and further development of customer-centered service delivery.
- Establish work environment that fosters a productive work culture.
- Prioritize a dynamic workload.
- Develop and provide oversight to such organizational plans and procedures as necessary for effective operations.
- Manage and direct the activities of staff to ensure programs are properly executed and the CTAC's priority objectives are achieved.
- To lead and ensure the effective management of the Council in meeting the statutory functions relevant to CTAC.
- Participate and oversee emergency planning and responses to emergency situations when required to do so.
- Other administrative duties as required.

Needs Improvement	Below Expectations	Meets Expectations	Above Expectations	Exceptional
★	★	★	★	★

Comments



\* 5. **Community Relations and Advocacy.**

- Establishment and oversight of mechanisms to communicate the activities of the CTAC to the community.
- Develop and foster effective, and collaborative, external working relationship with community stakeholders within the community in order to address key strategic issues facing the community.
- Build and foster effective relations among a diverse array of individuals.
- Representation of the CTAC to the community.
- Representation of the CTAC at various local and state events addressing issues related to the interests and mission of the CTAC.
- Work with local legislative delegation and local elected officials to advance the interests of the children and families.
- Communicate the CTAC's positions to providers and the community.

Needs Improvement	Below Expectations	Meets Expectations	Above Expectations	Exceptional
★	★	★	★	★

Comments



\* 6. **Board Relations**

- Provide directional leadership and sound, imaginative advice to the Board on all matters relating to CTAC.
- Develops and maintains positive and open relationship and communication with the Board.
- Ensures the Board is kept informed of relevant policy issues and relevant operational issues.
- Preparation and oversight of agendas and supporting materials for Board meetings.
- Preparation and oversight of recommendations as requested by the Board.
- Assists the Chair in matters relating to Board member participation and meetings.

Needs Improvement	Below Expectations	Meets Expectations	Above Expectations	Exceptional
★	★	★	★	★

Comments



\* 7. **Strategic Leadership**

- Assists the Trust Board in defining the organization's vision, mission, strategic direction, and policies.
- Develops a comprehensive set of guiding principles and values that guides all considerations on how to achieve the Children's Trust of Alachua County's (CTAC) vision, mission and goals.
- In concert with and after consultations with appropriate providers, community partners, community representatives, managers, and staff, sets the direction and focus of activity.
- Oversees the development of a business plan for the CTAC that anticipates, assesses, and shapes responses to both short-term issues and long-term opportunities and challenges.

Needs	Below	Meets	Above	
Improvement	Expectations	Expectations	Expectations	Exceptional
★	★	★	★	★

Comments



8. **Any other comments?**

Done

Powered by



See how easy it is to [create a survey](#).

[Privacy & Cookie Policy](#)