

DRCOG Executive Director 2023-2024 Performance Objectives

Improve Regional Collaboration of the DRCOG Board Measures:

- o Members scale score
- o Community Involvement & Collaboration scale score

Source: Board Collaboration Assessment. The score for this measure comes from the Members section of the assessment.

Increase and Diversify Funding Measures:

- o Change in Revenue
- o Financial Executive Policy Compliance score
- o Successful Audit

Source: Actuals from DRCOG Fin. Director

Enhance Strategic Partnerships Measures:

- o Partner strategy meetings - This quarterly measure reports the number of partner strategy meetings attended by DRCOG's Executive Director, i.e. CDOT, RTD, NWFRMPO, PPACG.
- o Feedback Score from Partner Peers-Associates

Source: monthly/quarterly report maintained by Exec Dir.

Improve Outreach to DRCOG Member Governments Measures:

- o 1 on 1s with Board directors
- o Value of services composite score – **recommend using Membership Value score only**
from Collaboration Assessment

Source: monthly/quarterly report maintained by Exec Dir.

Maintain Employee Culture Measures:

- o Executive Director section scale score
- o Leadership composite
- o Management composite
- o Satisfaction section scale score

Source: Employee Engagement & Satisfaction survey