

BROWARD HEALTH PERFORMANCE APPRAISAL - MANAGEMENT

Employee Name: Shane Strum Appraisal Date: 9/2021 Next Review: 9/2022

Job Title/Code: President/CEO Employee ID #: 924053

Department/Region: Administration/BHC Type of Review: Annual 90Day Other

Everything that we do in our work should exemplify our mission and core values. As you complete this performance appraisal, please keep in mind that the mission and core values remain the foundation for our work.

Broward Health Mission

The mission of Broward Health is to provide quality health care to the people we serve and support the needs of all physicians and employees

Broward Health Star Values

Exceptional Service to our Community – Collaborative Organizational Team – Fostering an Innovative Environment
Accountability for Positive Outcomes – Valuing our Employee Family

Performance Expectation	Performance Measurement	Comments Supporting comments MUST be supplied for all areas marked "Exceeds expectation" or "Requires improvement".	BOARD MEMBER'S Performance Measurement	BOARD MEMBER'S COMMENTS MUST be supplied for all areas marked "Exceeds expectation" or "Requires improvement".	Goals related to Management Incentive or Strategic Plan
<p>1. Exceptional Service: Takes assertive action to build internal and external customer relationships and loyalty; meets or exceeds customer needs and provides satisfaction within available resources.</p>	<p><input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</p> <p><input type="checkbox"/> Meets expectation: Behaviors consistently support a culture of service excellence. (i.e., measured by PACES or other survey tools) Takes initiative/follow up to address customer concerns.</p> <p><input type="checkbox"/> Requires improvement: Does not</p>		<p><input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</p> <p><input type="checkbox"/> Meets expectation: Behaviors consistently support a culture of service excellence. (i.e., measured by PACES or other survey tools) Takes initiative/follow up to address customer concerns.</p>		

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	meet performance expectation in this area.		<input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.		
2. Collaborative Team: Initiates and participates in mutually beneficial alliances, partnerships and joint work efforts within work group and across department and organizational lines; helps other achieve overall organizational high performance, quality outcomes and goals and objectives.	<input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. <input type="checkbox"/> Meets expectation: Behaviors consistently support an environment of teamwork. Continuously works toward improving performance in this area. <input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.		<input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. <input type="checkbox"/> Meets expectation: Behaviors consistently support an environment of teamwork. Continuously works toward improving performance in this area. <input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.		
3. Accountability for Positive Outcomes: Performs job responsibilities in conformance with the Code of Conduct and established policies and procedures. Takes personal responsibility for meeting and exceeding goals and standards; acts continuously to improve product lines and	<input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Documented evidence of exceptional cost savings, revenue enhancements and/or clinical measurements.		<input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Documented evidence of exceptional cost savings, revenue enhancements and/or clinical measurements.		

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<p>services; seeks opportunities for continuous development; assumes responsibility for errors and learns from them. Reports compliance issues timely to appropriate personnel within Broward Health.</p>	<p><input type="checkbox"/> Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area. Completes required training timely. Reports compliance issues timely to appropriate personnel within Broward Health. Supports the timely and effective resolution of identified compliance issues. Budget for line accountability areas maintained within 2% annually of flexed budget.</p> <p><input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.</p>		<p><input type="checkbox"/> Meets expectation: Carries out personal responsibilities and continuously works towards improving personal performance in this area. Completes required training timely. Reports compliance issues timely to appropriate personnel within Broward Health. Supports the timely and effective resolution of identified compliance issues. Budget for line accountability areas maintained within 2% annually of flexed budget.</p> <p><input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.</p>		
<p>4. Fostering Innovation: Initiates and responds to change positively; seeks and recommends or implements creative improvements in products and services; encourages and applies out-of-the-box thinking; challenges current practices when they are counter to goal achievement; focuses on</p>	<p><input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Recognized by others as a leader in this area.</p> <p><input type="checkbox"/> Meets expectation: Carries out personal</p>		<p><input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area. Recognized by others as a leader in this area.</p> <p><input type="checkbox"/> Meets expectation: Carries</p>		

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<p>doing the right things as well as doing things right to accomplish strategic objectives.</p>	<p>responsibilities and continuously works towards improving personal performance in this area.</p> <p><input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.</p>		<p>out personal responsibilities and continuously works towards improving personal performance in this area.</p> <p><input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.</p>		
<p>5. Valuing Employee and Community Family: Creates an atmosphere of accepting all others; treats co-workers, customers and business partners with dignity and respect; continually strives to include all others to produce higher quality products and services; builds positive, productive work relationships.</p>	<p><input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</p> <p><input type="checkbox"/> Meets expectation: Behaviors consistently support a positive and diverse work environment monitored by turnover, (i.e., Employee Survey) staffing and performance evaluation. (i.e., Performance appraisals are completed timely.) Continuously works towards improving performance in this area.</p> <p><input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.</p>		<p><input type="checkbox"/> Exceeds expectation: Meets expectation and frequently initiates improvement or influences the team or others to learn and improve in this area.</p> <p><input type="checkbox"/> Meets expectation: Behaviors consistently support a positive and diverse work environment monitored by turnover, fair treatment, (i.e., Employee Survey) staffing and performance evaluation. (i.e., Performance appraisals are completed timely.) Continuously works towards improving performance in this area.</p>		

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			<input type="checkbox"/> Requires improvement: Does not meet performance expectation in this area.		
6. STRATEGY & PLANNING: Develop a comprehensive metrics driven/evidence-based strategic plan and operational goals to support system integration to align with Broward Health's, Mission, Vision, objectives and values.	<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		
7. OPERATIONS/ MANAGEMENT: Provide leadership and oversight for operational and business plans to support Broward Health's success.	<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		
8. LEADERSHIP: Establish and maintain an active role in positive, productive and collaborative relationships with internal and external partners to support Broward Health's value, business position and	<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		

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reputation. 9. FINANCIAL MANAGEMENT: Establish accountability for the key financial indicators of Broward Health's financial stability and performance.	<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		
10. HUMAN RESOURCES: Oversee the effective utilization of Broward Health's employee partners/workforce in the areas of responsibility and support system-wide employee workforce planning, strategies and initiatives. Assist the organization to manage change, and align people, processes and practices for success.	<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		<input type="checkbox"/> Exceeds expectation: <input type="checkbox"/> Meets expectation: <input type="checkbox"/> Requires improvement:		

Employee Name: _____ ID# _____

	<u>Quantity</u>	x	<u>Points</u>	=	<u>Points</u>
Performance Measurements rated "Exceeds Expectation"	—	x	5	=	—
Performance Measurements rated "Meets Expectation"	—	x	3	=	—
Performance Measurements rated "Requires Improvement"	—	x	0	=	0
TOTALS:	10				— (27 is a Passing Score)

Employee's Comments:

Supervisor's Comments:

All job requirements in the job description provided indicate the minimum level of knowledge, skills and/or abilities deemed necessary to perform the job competently. The Job Description is an overview of the duties, responsibilities and requirements for this position. Employees will be required to perform other job-related assignments as requested. I have read and understand the functions and performance expectations of my job and I am able to perform the essential functions as outlined in the job description with or without reasonable accommodations. This appraisal is based on the functions and performance expectations included in my job description for this position. My signature does not necessarily represent agreement with the assessment of my performance. I may attach comments if I so desire.

Employee Signature & Date

2nd Level Review Signature & Date

Supervisor's Signature & Date

Human Resources Processing & Date

Note: Please attach Age Specific Competency Checklist, Departmental Competency Checklist, Copy of License, if applicable