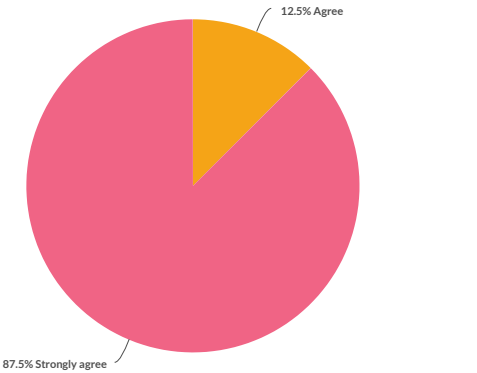


Report for Board Self Assessment 2018

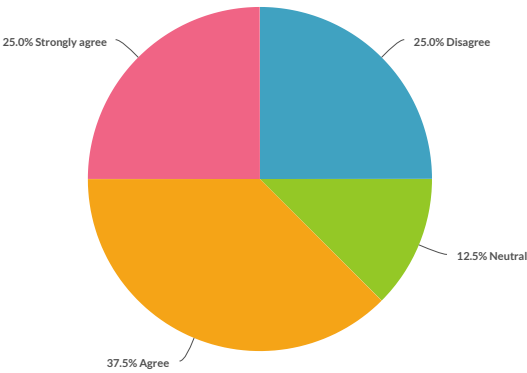
Response Counts			
Completion Rate:	87.5%		
	Complete		7
	Partial		1
			Totals: 8

1. The board understands the ethical principles of Trusteeship: fidelity to mission, vision and values; service to patients; service to the community; and institutional stewardship.



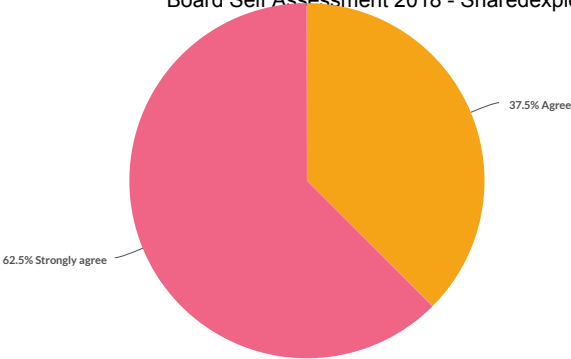
Value	Percent
Agree	12.5%
Strongly agree	87.5%

2. The Board is familiar with the AHS strategic plan and continuously considers how it can advance it.



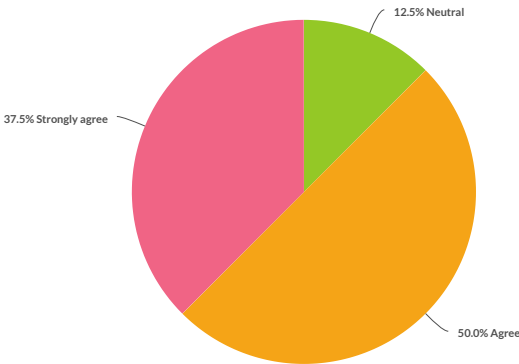
Value	Percent
Disagree	25.0%
Neutral	12.5%
Agree	37.5%
Strongly agree	25.0%

3. The Board understands and appreciates AHS’s institutional culture and its history.



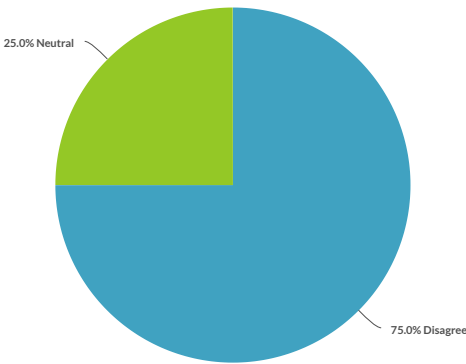
Value	Percent
Agree	37.5%
Strongly agree	62.5%

4. The Board thinks about the strategic implications of its decisions.



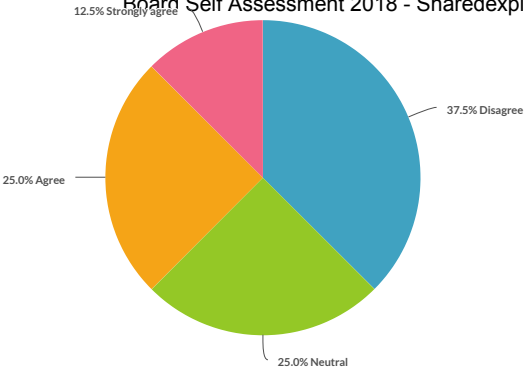
Value	Percent
Neutral	12.5%
Agree	50.0%
Strongly agree	37.5%

5. The Board has effectively identified its own strategic priorities that align with the broader strategic plan for AHS over the next year and develops and implements SMART annual goals informed by a specific governing focus (for example, Patient Safety, Just Culture, etc.).



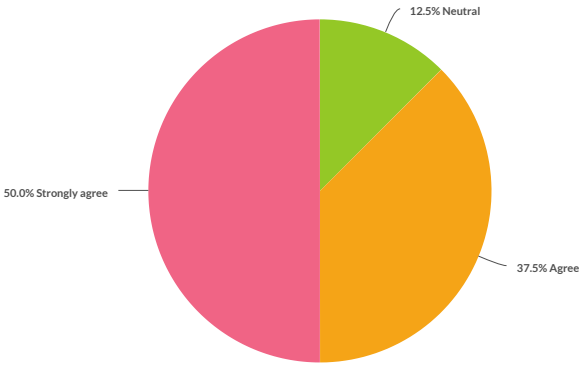
Value	Percent
Disagree	75.0%
Neutral	25.0%

6. The Board effectively focuses much of its attention on long-term, significant policy issues rather than short-term administrative matters.



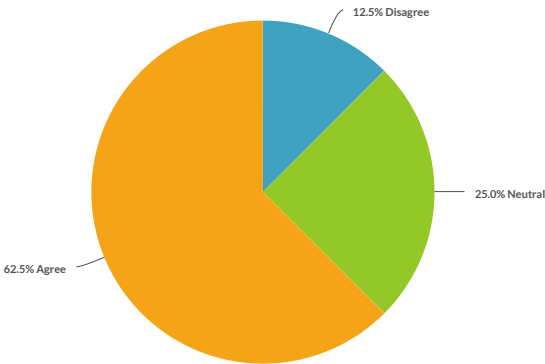
Value	Percent
Disagree	37.5%
Neutral	25.0%
Agree	25.0%
Strongly agree	12.5%

7. The Board understands and values the difference between the Board's policy making role and the CEO's management role.

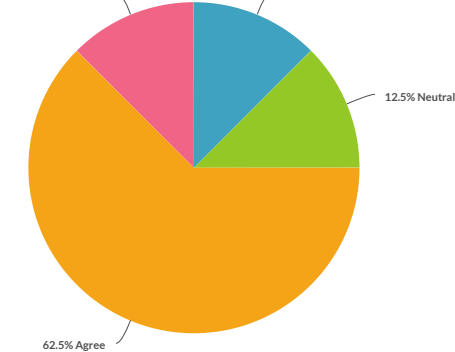


Value	Percent
Neutral	12.5%
Agree	37.5%
Strongly agree	50.0%

8. The Board gives direction to staff on how to achieve goals primarily by setting or referring to policies as opposed to outlining tasks.

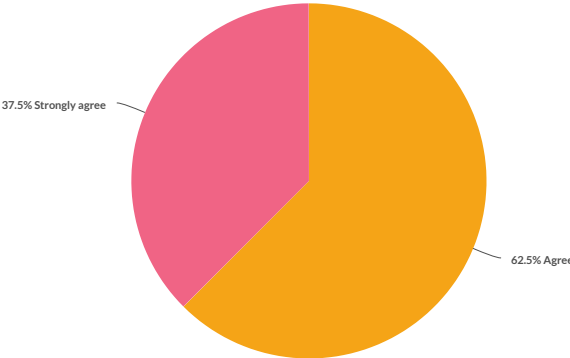


Value	Percent
Disagree	12.5%
Neutral	25.0%
Agree	62.5%



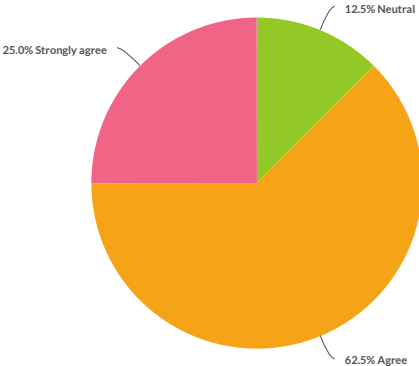
Value	Percent
Disagree	12.5%
Neutral	12.5%
Agree	62.5%
Strongly agree	12.5%

10. Board members are well-suited for the committees to which they are assigned and committees as a whole have adequate expertise to address issues on their agendas.

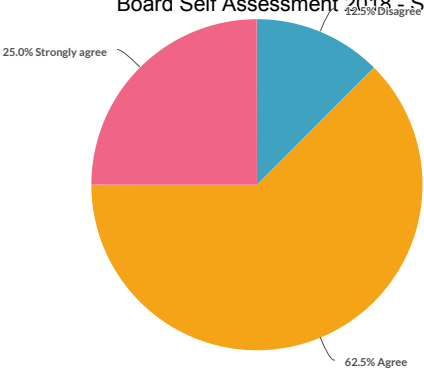


Value	Percent
Agree	62.5%
Strongly agree	37.5%

11. The Board has an effective orientation process that provides a good view of AHS and what it does.

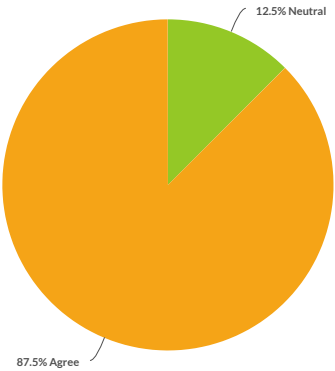


Value	Percent
Neutral	12.5%
Agree	62.5%
Strongly agree	25.0%



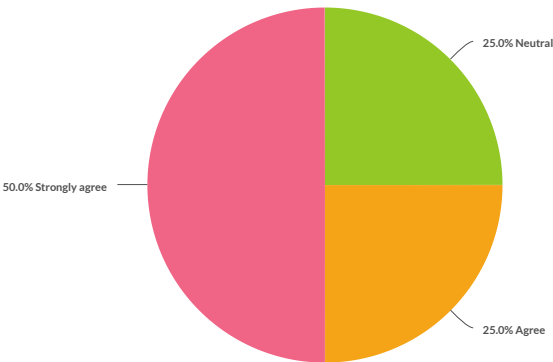
Value	Percent
Disagree	12.5%
Agree	62.5%
Strongly agree	25.0%

13. The Board has received the information and training it needs to understand the legal, legislative, and regulatory requirements affecting AHS.



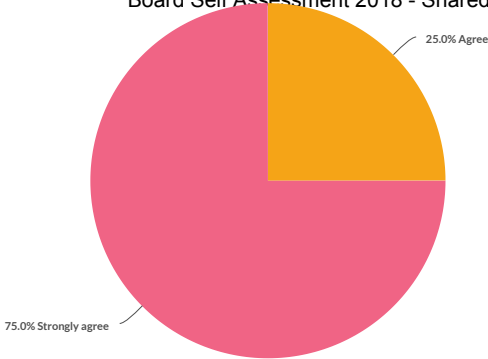
Value	Percent
Neutral	12.5%
Agree	87.5%

14. The Board assesses the qualities needed in new members based on the organization's strategic plan and recruits appropriate people to fill those needs.



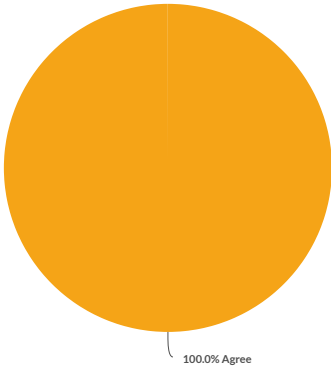
Value	Percent
Neutral	25.0%
Agree	25.0%
Strongly agree	50.0%

15. The Board has and enforces reasonable rules of conduct.



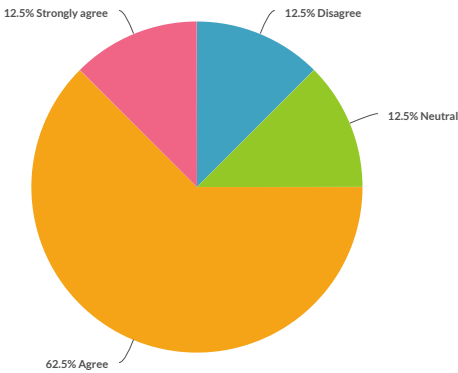
Value	Percent
Agree	25.0%
Strongly agree	75.0%

16. The content of meeting agendas reflects the AHS's strategic plan and Board priorities.



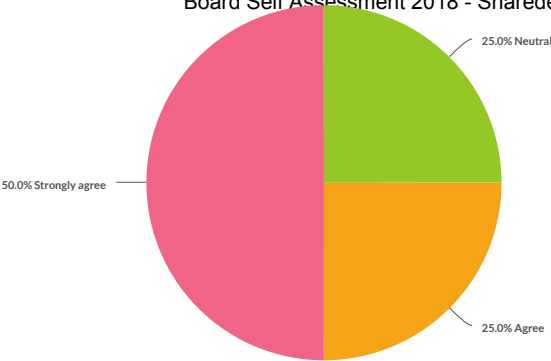
Value	Percent
Agree	100.0%

17. Meeting agendas are well-planned to get through the necessary business in the allotted time.



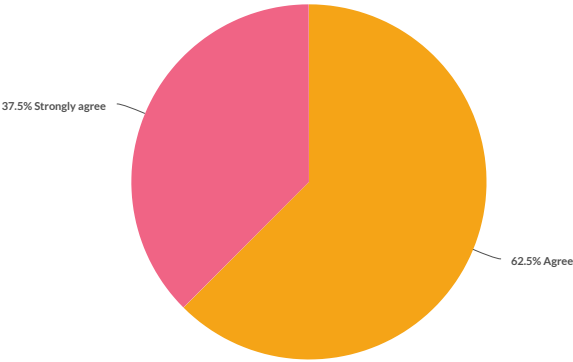
Value	Percent
Disagree	12.5%
Neutral	12.5%
Agree	62.5%
Strongly agree	12.5%

18. Members of the Board carefully review the agenda and supporting materials before each board meeting.



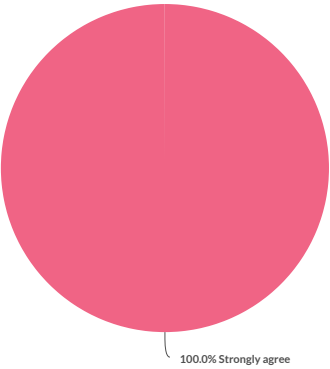
Value	Percent
Neutral	25.0%
Agree	25.0%
Strongly agree	50.0%

19. Meeting materials are helpful to understanding the issues presented.



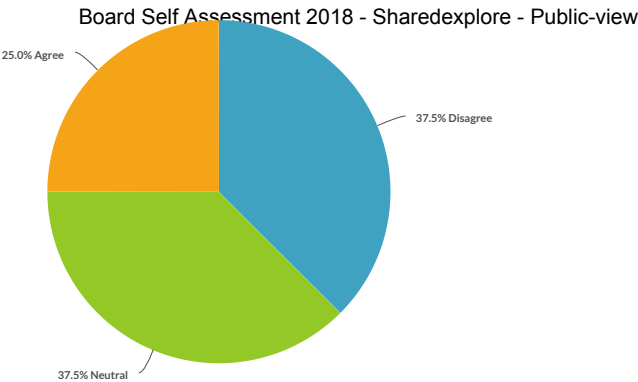
Value	Percent
Agree	62.5%
Strongly agree	37.5%

20. Board members can feel comfortable asking questions and raising difficult issues in the meetings.



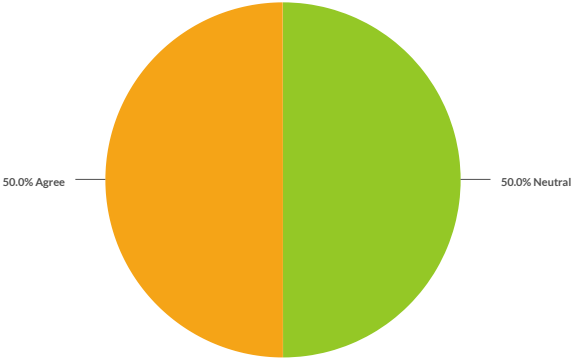
Value	Percent
Strongly agree	100.0%

21. All Board members are regular in their attendance at Board and committee meetings.



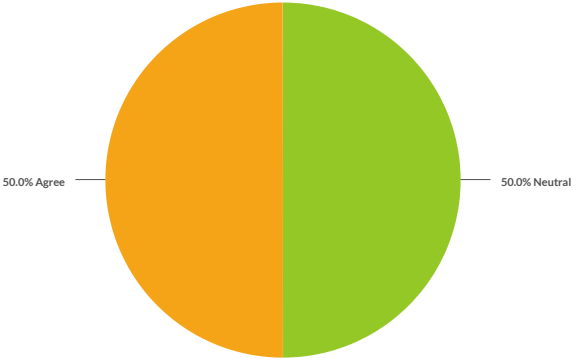
Value	Percent
Disagree	37.5%
Neutral	37.5%
Agree	25.0%

22. Each member of the Board has a clear understanding of the Board’s role in medical staff matters (i.e., credentialing, discipline, etc.).



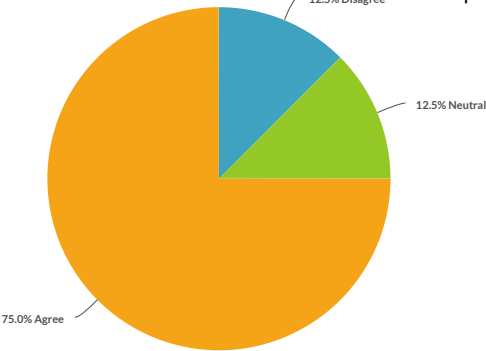
Value	Percent
Neutral	50.0%
Agree	50.0%

23. Each member of the Board has a clear understanding of the Board’s role in Quality and Patient Safety matters.



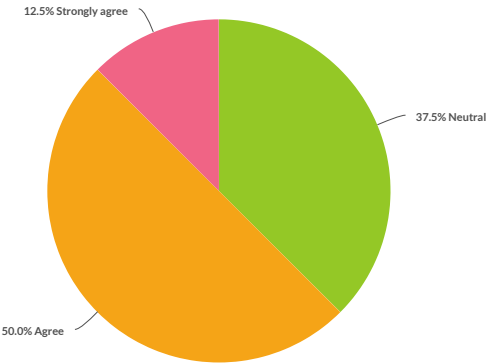
Value	Percent
Neutral	50.0%
Agree	50.0%

24. The Board reviews comparative statistical data on the quality of AHS’s clinical services and patient care, and sets targets to ensure improvement.



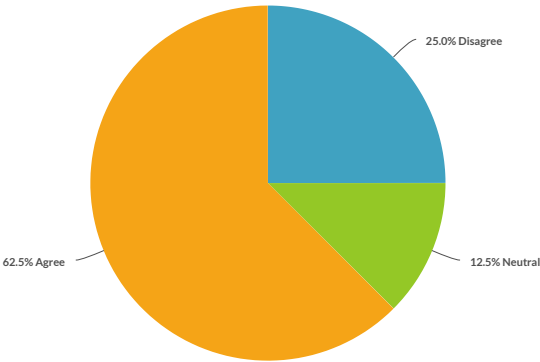
Value	Percent
Disagree	12.5%
Neutral	12.5%
Agree	75.0%

25. Each member of the Board has a clear understanding of the Board’s Role in Compliance matters.

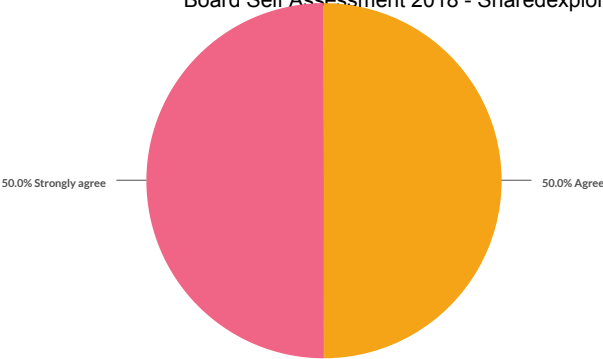


Value	Percent
Neutral	37.5%
Agree	50.0%
Strongly agree	12.5%

26. Each member of the Board understands the funding models (i.e., FFS, supplemental reimbursement, commercial insurance, etc.) for AHS operations and the services that it provides.

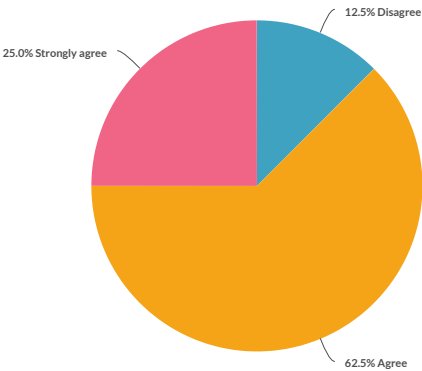


Value	Percent
Disagree	25.0%
Neutral	12.5%
Agree	62.5%



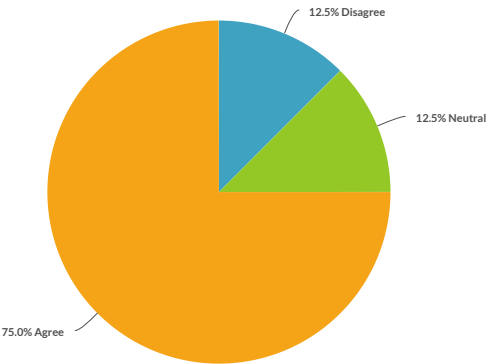
Value	Percent
Agree	50.0%
Strongly agree	50.0%

28. Each member of the Board has a clear understanding of the organization's current financial situation and receives financial reports on a regular basis that are understandable, accurate, and timely.



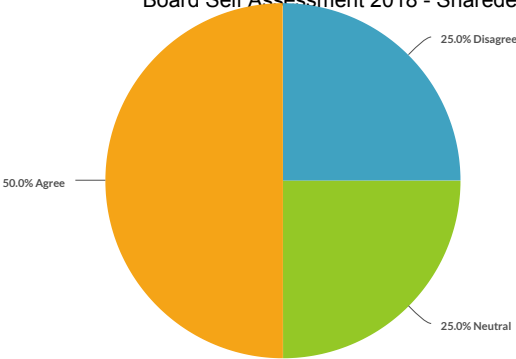
Value	Percent
Disagree	12.5%
Agree	62.5%
Strongly agree	25.0%

29. The Board thoroughly discusses the annual operating budget and makes decisions about it that are based on a sound knowledge of the program and administrative costs.



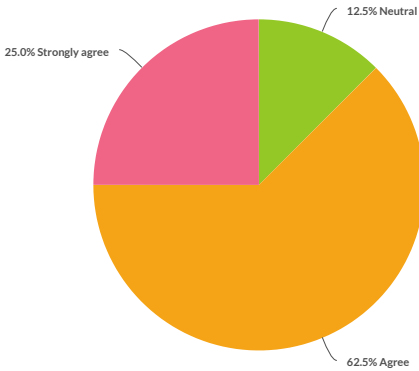
Value	Percent
Disagree	12.5%
Neutral	12.5%
Agree	75.0%

30. The Board approves specific parameters on items such as debt, liquidity, return on investment, and other financial ratios, to provide early warning signals of financial problems.



Value	Percent
Disagree	25.0%
Neutral	25.0%
Agree	50.0%

31. The Board makes financial decisions based on organizational needs.



Value	Percent
Neutral	12.5%
Agree	62.5%
Strongly agree	25.0%

32. The most rewarding aspect of being a member of this board is:



Hide Responses

ResponseID	Response
1	The opportunity to use my knowledge and skills to support and expand community health programs to meet the needs of the diverse residents of Alameda County
2	Contributing to an organization that has an amazing mission.
3	Influence on strategic direction of the organization. Ensuring transparency to general public.
4	Being part of the system during the redesign of patient care from fee for service to population health management.
5	Being part of the system as healthcare undergoes a redesign from sickcare to population health management.
6	supporting the AHS mission of ensuring access to healthcare with provision of high quality services

ResponseID	Response
7	knowing that the work is serving the community, protecting patient access.
8	Service to the community and supporting innovative solutions to address health needs.

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33. The most challenging aspect of being a member of this board is:



Hide Responses ▾

ResponseID	Response
1	Having to rely on the CEO to determine the information necessary to effective decision-making, particularly with regard to employee group relations.
2	Having the information, time, and space to have the proper dialogues so that good decision making can occur.
3	Time commitment, staying out of staff role but at the same time holding staff to accountability and being a governor of an organization having to provide quality care within a dysfunctional national health care system
4	That the meeting structures now do not allow adequate discussion of short, mid-term and long-term strategic priorities.
5	Not enough time for discussion of long term strategic priorities.
6	uncertain of the degree to which key decisions about strategy, policy and operations are shared with the board
7	understanding the minutia of the financials.
8	Constant overwhelm of shifting legislative policy that attack healthcare, labor relations, and concerns about the financial future of AHS.

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34. What are three (3) key issues should occupy the Board's time and attention during the coming year?



Hide Responses ▾

ResponseID	Response
1	*Physician contract consolidation and transition to AHP model *Completion of SLH Acute Rehab within budget and with minimal employee disruption *Ensuring organizational transparency whenever possible
2	1) Physician relations 2) Quality of care 3) Leadership team
3	Quality patient care Financial oversight Ensure Population Health is expanded
4	Employee Engagement and trust building Financial Mitigation System Integration
5	Employee engagement and trust building Financial mitigation plan System integration
6	-determine why CEO cannot recruit and retain executive managers -oversee budget assumptions and identify false assumptions -ensure compliance with LOC -
7	financial management labor relations Executive ;leadership oversight

ResponseID Response

8 [1] Innovative solutions to meeting the needs of our community. [2] Creating alternate sustainable revenue streams that are out of the box opportunities [3] Improving the culture of AHS to see sustainable engagement among all staff

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35. Any general comments on the survey questions?

question structure
nuanced questions
helpful
committee
numerical
nice score
commentary communication
space
processes

Hide Responses ▼

ResponseID Response

1 I would have liked more questions regarding the committee and communication structure/processes

2 It would be nice if there was space for commentary associated with each question. The answers are sometimes more nuanced than a numerical score.

3 Helpful

5 no

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