



2018 FHP Performance Evaluation Update

FHP Performance Evaluation Review Team

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FHP Performance Evaluation Update

- Purpose/Intent
- Process
- Initial Findings
- Next Steps

Purpose/Intent of the FHP Performance Evaluation

- We are not interested in comparing/grading FHP overall performance.
- Younger FHPs can benefit from the experience of older ones.
- Common strengths and weaknesses can be identified to make all the FHPs more effective.
- All FHPs are different and while a single evaluation process does not allow for effective comparisons, the Board is less interested in comparisons and instead is looking for how different approaches are being used and to what ends.
- This information is important to the Board – to better support your work.

Purpose/Intent of the FHP Performance Evaluation

- The results provide highlights of achievements that help Board understanding and ability to better support all FHPs (e.g. Examples of where we are making progress in fish habitat conservation).
 - This is essential information to make the Legislative Team more effective.
 - The Communications Team can use this information in NFHP outreach efforts.
 - The 501(c)(3) BOD needs this information in their funding raising efforts.



Evaluation Process

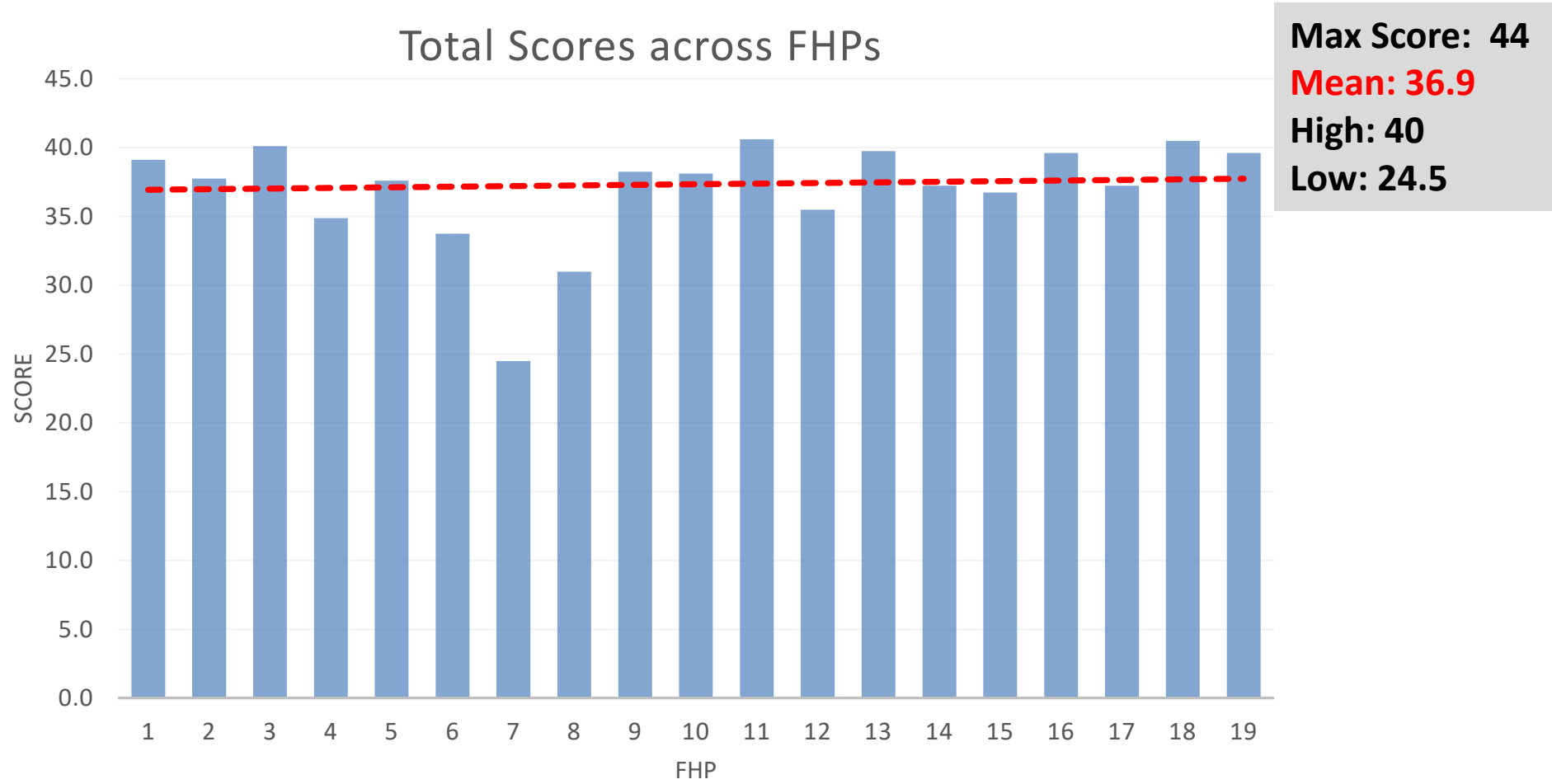
- Received scores from FHPs by the end of July
 - One FHP did not complete
- Team met via webinar in August for practice evaluation then multiple times afterwards by phone
 - Estimated completion by each Team member between 15-20 hours (conservative)



Evaluation Process

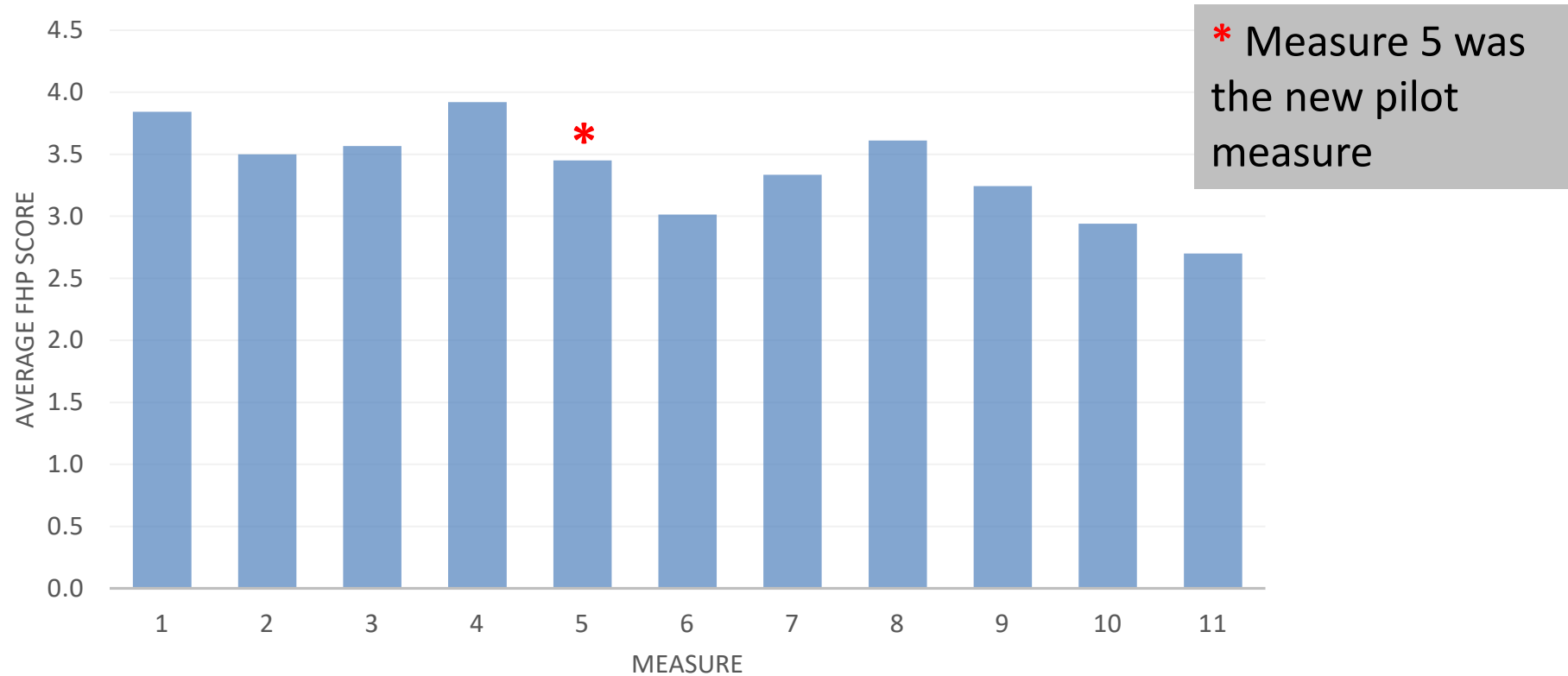
- Scores provided to FHPs in early September and Review Team feedback calls scheduled September – October

Initial Findings



Initial Findings

Average Measure Scores for all FHPs





Next Steps

- Feedback call scheduled September – October
- Preliminary results will be presented at October FHP Workshop and Board Meeting – Texas
- FHP's are provided an opportunity to submit additional information to review team for consideration in adjusting score
- Results finalized and final report submitted to Board at January 2019 Board meeting (conference call)