

**2025 Board Self-Assessment
Board of Trustees
Community Library of Castle Shannon**

Rating of 1 (low) – 5 (high) for the performance of the entire board

Board Responsibility	Rating
1. The Board understands the mission of the organization and regularly reviews it.	5
2. The Board seeks to assure legal compliance with federal, state, and local regulations.	5
3. The Board has a strategic vision for the organization and holds regular sessions to plan and review progress against goals.	3.5*
4. The Board is knowledgeable about the organization’s programs and services and reviews both the quality and quantity of services provided.	5
5. The Board has a good and supportive working relationship with the Library Director and regularly gives feedback and evaluates job performance.	5
6. The Board provides financial oversight to the organization and regularly reviews financial statements that are clear and current.	5
7. The Board regularly reviews and approves the annual budget for the organization and monitors spending against the budget.	4**
8. The Board seeks to assure the organization is adequately protected against risk.	4
9. The Board is regarded in the entire community as an effective and ethical group.	3*
10. The Board seeks to assure diversity of opinion and skill set by determining its needs and then actively recruiting to meet those needs.	3*
11. The Board regularly assesses its own work and sets goals for improvement, development and learning.	5
12. The Board regularly seeks to understand the opinions of key stakeholders through assessments and feedback.	3*
<p>*Plans for improvement on assessment items that were given a rating <4: #3. The Board will increase the intervals and amount of time allocated to review the Library’s Strategic Plan to identify and organize the work and tasks necessary for implementing the pillars and objectives. This will be accomplished by adding “Strategic Plan Check-Up” to the monthly meeting agenda at least three times a year. #9 and #12. The Board is prioritizing community outreach efforts and exploring new and impactful opportunities to connect with community members and library patrons. Board members are interested in attending more Library programs, as a group or individually, to meet new people, seek feedback, and understand the opinions of key stakeholders. The Board strives to be transparent in its work and consistently seeks education and/or answers to better understand and follow the PA Sunshine Act laws. #10. The Board will work on being more proactive rather than reactive in its recruiting efforts by organizing ideas and developing plans, in advance, to facilitate broad outreach and robust outcomes. **Follow-up: #7. The Board will seek educational opportunities to learn more about best practices to effectively monitor spending against a budget.</p>	

^Discussed, completed and approved for implementation on January 9, 2025 | Community Library of Castle Shannon Board of Trustees

