**Open-Ended Questions**

The previous samples include items that require an evaluative rating and provide quantifiable data. Rating scale surveys should also include an opportunity for respondents to comment and to answer a few (2-4) open-ended questions.

Following are some examples of questions that may be asked either on a survey or in an interview process. A board may develop other questions that address specific issues and concerns.

1. What are the board’s greatest strengths?
2. What are the major accomplishments of the board in the past year?
3. What are areas in which the board could improve? (An alternate way to ask this is “In order for our board to become a high performing board we need to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.”)
4. I recommend that the board has the following goals for the coming year:

Alternatively, or in addition, a board may decide to focus on specific areas or topics.

Examples of such questions are:

* What issues have most occupied the board’s time and attention during the past year? Were these closely tied to the mission and goals of the district and the board?
* Is the board functioning as a team as well as it should? Why or why not?
* What does the board do to maintain a positive relationship with the CEO? What does the board need to change, if anything?
* Do the agendas and conduct of the meeting effectively meet the purposes of board meetings? Why or why not?
* Has the board clearly defined expectations and protocols for trustees communications with each other, the CEO, employees and community members? Do all board members understand and follow these protocols?