

Executive Director's Name: Krystyna U. Wolniakowski

Evaluation Period: January 1, 2025, through December 31, 2025

Due Date: TBD

Return Completed Evaluation: Carina Miller, 2026 Commission Chair, via email: Carina.Miller@gorgecommission.org

General Responsibility of the Executive Director: To serve as the chief operating officer of the Columbia River Gorge Commission; report to the Commission Chair and Commission; direct and administer all programs, operations, and policies; supervise professional staff; coordinate with two states' Governors and legislatures; and manage the annual budgets.

Rating Scale:

1. Significantly below standard – unsatisfactory performance, seriously fails to meet established standards, cannot perform without direction
2. Below standard – inconsistent performance, rarely exceeds established standards, requires supervision
3. Standard – satisfactory performance, consistently meets but rarely exceeds established standards, requires assistance when major problems occur
4. Above standard – above average performance, usually exceeds established standards, does not require direction, can anticipate and deal with problems independently
5. Significantly above standard – exceptional performance, exceeds established standards, in full command of all aspects of the position

If you are unable to comment on a particular evaluation criterion, please leave the rating blank or add comments in the Comments Section.

Section A – Relations with the Commission	Rating				
	Low 1	2	3	4	High 5
Communicates necessary information openly and honestly in a timely and organized fashion					
Establishes and maintains positive and effective working relationships with each Commissioner					
Conforms to the Commission’s policies and directives					
Synthesizes and frames issues and questions in a manner for the Commission to make appropriate decisions					
Makes periodic reports to the Commission regarding all important aspects of the agency’s operation, highlighting achievements and areas of concern					
Works with the Commission in developing and implementing a strategic plan for the Commission’s Priority Initiatives					

COMMISSIONER COMMENTS:

Section B – Finance and Management	Rating				
	Low 1	2	3	4	High 5
Effectively coordinates development & oversight of the agency’s budget					
Ensures the agency operates within approved budget and generally accepted accounting principles					

COMMISSIONER COMMENTS:

Section C – Workplace Talent and Capability Management (please review the confidential staff evaluations to answer)	Rating				
	Low 1	2	3	4	High 5
(COMPLETED STAFF EVALUATIONS WILL BE INCLUDED AS A SEPARATE ATTACHMENT)					
Establishes clear patterns of authority, responsibility, supervision, and communication with staff					
Develops and implements an effective set of personnel policies and procedures to ensure the health, safety, and welfare of staff					
Builds necessary business capabilities by facilitating learning and development opportunities for all staff					
Delivers on commitments given to staff					
Establishes and maintains positive and effective working relationships with all staff					
Facilitates teamwork and collaboration					
Demonstrates an ability to foresee challenges and issues and utilize preventative problem-solving strategies					

COMMISSIONER COMMENTS:

Section D – Partner Relations	Rating				
	Low 1	2	3	4	High 5
Develops effective working relationships with key partners to ensure CRGC remains an engaged partner within the Gorge community					
Serves as chief spokesperson for the agency					
Leads communication efforts with the agency’s many constituencies					
Ensures that CRGC is positioned appropriately to help it achieve its mission					
Represents the needs of the agency to funding and regulatory bodies at the local, county, state, and federal levels					

Actively works to facilitate collaborative activities between the CRGC and others					
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COMMISSIONER COMMENTS:

Section E – Program Planning and Management	Rating				
	Low 1	2	3	4	High 5
Develops and implements programs, policies, and procedures that are consistent with the agency’s mission and strategic plan					
Leverages technology to enhance the agency’s efficiency and effectiveness					

COMMISSIONER COMMENTS:

Section F – Strategic Initiatives	Rating				
	Low 1	2	3	4	High 5
Strategic initiatives for Climate completed on time & to expectation					
Strategic initiatives for DEI completed on time and to expectation					
Strategic initiatives for VSI completed on time and to expectation					
Strategic Initiatives for ADR Phase 2 completed on time and to expectation					

COMMISSIONER COMMENTS:

Overall Rating

	Rating				
	Low 1	2	3	4	High 5
Overall Rating of the Executive Director's Performance					

ADDITIONAL COMMENTS/SUGGESTIONS FOR 2025:

COMMISSIONER NAME (OPTIONAL)