



SUMMARY RESULTS

Morongo Basin Healthcare District 2025 Governance Self-Assessment

Provided as a Member Service By



ACHD
ASSOCIATION OF CALIFORNIA
HEALTHCARE DISTRICTS

SUMMARY RESULTS

2025 Morongo Basin Healthcare District Governance Self-Assessment

Self-Assessment Overview

In July 2025 the Morongo Basin Healthcare District Board of Directors assessed the board’s overall leadership performance. The board also identified issues and priorities for the future.

Board members assessed the board’s overall performance in eight leadership areas, including:

- Mission, values and vision;
- Strategic direction;
- Leadership structure and processes;
- Community relationships;
- Relationship with the CEO;
- Financial leadership;
- Community health; and
- Organizational ethics.

Board members rated 132 total criteria in these eight areas.

How the Self-Assessment Was Conducted

The governance self-assessment was conducted using an online survey. All four Morongo Basin Healthcare District board members completed the self-assessment.

Respondents rated a variety of statements in the eight areas above, using a scale ranging from “Level 5 (Strongly Agree)” to “Level 1 (Completely Disagree).” “Not Sure” and “Not Applicable” choices were also available for each statement.

Mean scores for each statement were calculated using a five point scale (Level 5 - Level 1). No points were assigned to “Not Sure” and “Not Applicable” ratings.

Finally, board members provided insights about their priorities for the board in the next year; defined the board’s strengths and weaknesses; identified key issues that should occupy the board’s time and attention in the next year; provided insights about the most significant trends the board must be able to understand and deal with in the next year; and identified critical factors that must be addressed for the organization to successfully achieve its goals.

Rating Methodology

The following rating scale was used to evaluate overall board performance:

- **Level 5:** I *strongly agree* with this statement. We always practice this as a part of our governance. Our performance in this area is *outstanding*.
- **Level 4:** I *generally agree* with this statement. We usually practice this as a part of our governance, but not always. We perform *well* in this area.
- **Level 3:** I *somewhat agree* with this statement. We often practice this in our governance, but we are not consistent. We perform *fairly well* in this area.
- **Level 2:** I *somewhat disagree* with this statement. We inconsistently practice this as a part of our governance. We *do not perform well* in this area.
- **Level 1:** I *disagree* with this statement. We never practice this as a part of our governance. We perform *very poorly* in this area.
- **N/S:** Not sure. I do not have enough information to make a determination about our performance in this area.
- **N/A:** Not applicable.

Reviewing This Report

Board member ratings of board self-assessment criteria are depicted throughout this report in graphs.

The criteria in each graph are displayed in order from highest to lowest mean score. The mean score for each individual rating criterion appears to the right of the graph.

To facilitate the identification of areas that may require governance and/or management attention, each graph includes the number of Level 5 - Level 1 responses to each statement in the color-coded bars. Responses are grouped and color coded, with “Level 5” appearing in dark green, “Level 4” in light green, “Level 3” in yellow, “Level 2” in orange, and “Level 1” in red. “Not Sure” responses appear in gray, and “Not Applicable” responses appear in white.

Longer lists of criteria have been separated into higher and lower rated sections for ease of display and analysis.

Board member responses to all open-ended questions appear throughout the report, where applicable, and on pages 20-21.

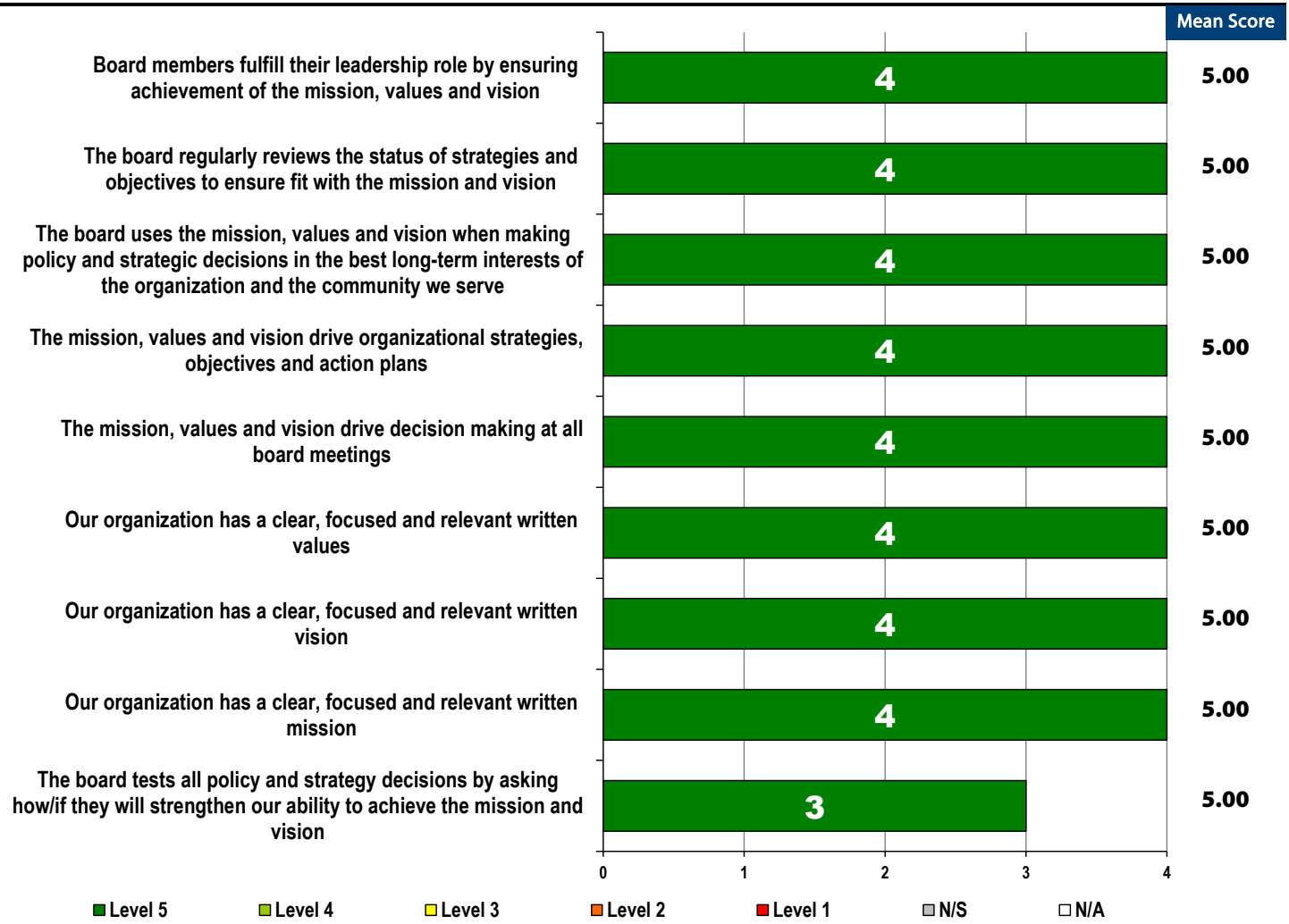
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2025 Morongo Basin Healthcare District Governance Self-Assessment

Mission, Values and Vision

Mission, Values and Vision

(sorted by highest to lowest mean score)



Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- Continue to review and provide feedback to presented updates of goals set for the District.
- More media attention.
- Currently up-to-date as to leadership in this area.

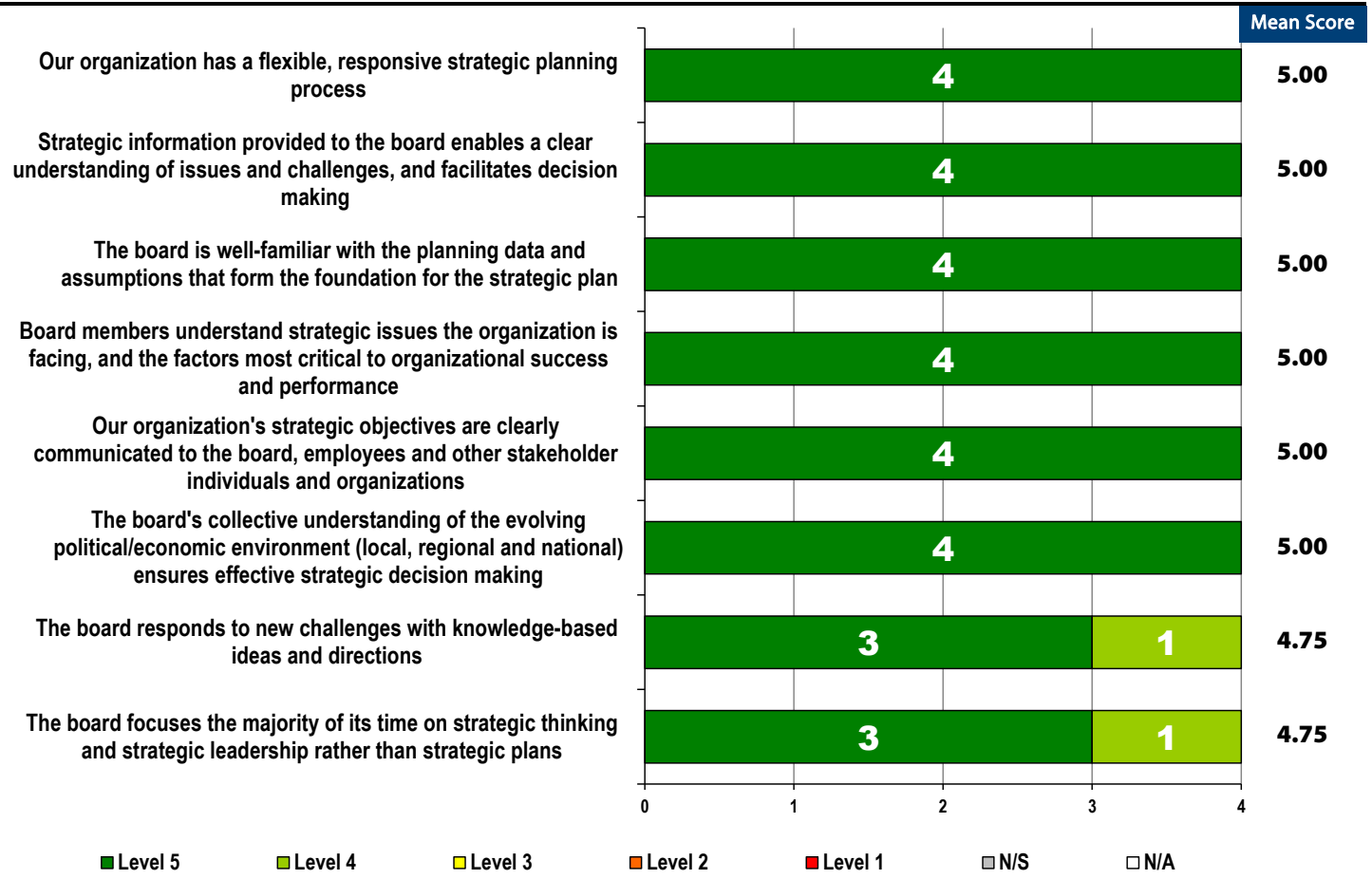
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Strategic Direction

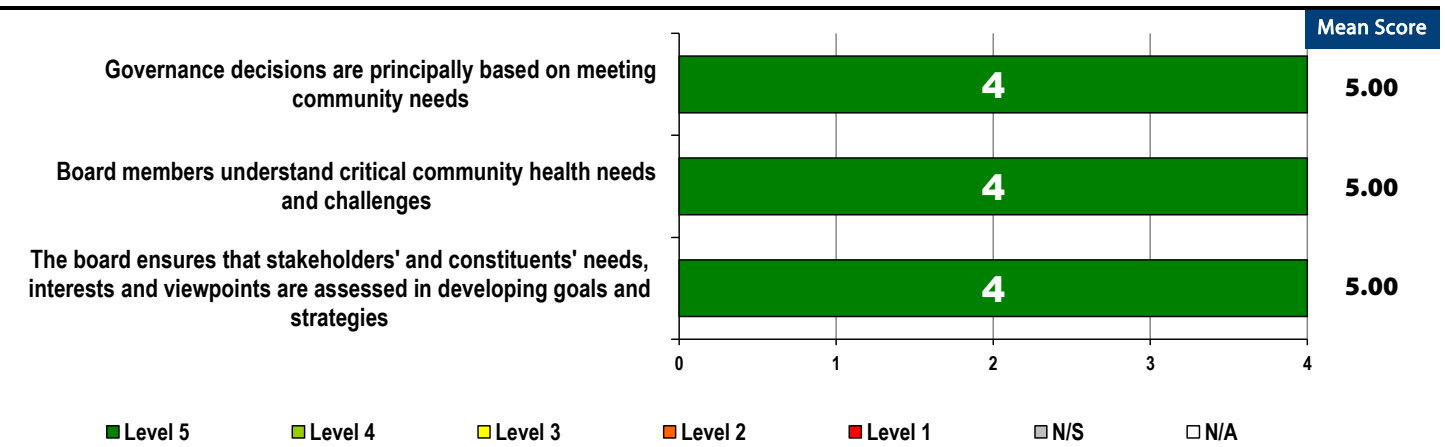
The Strategic Planning Process

(sorted by highest to lowest mean score)



Community and Stakeholder Perspectives

(sorted by highest to lowest mean score)

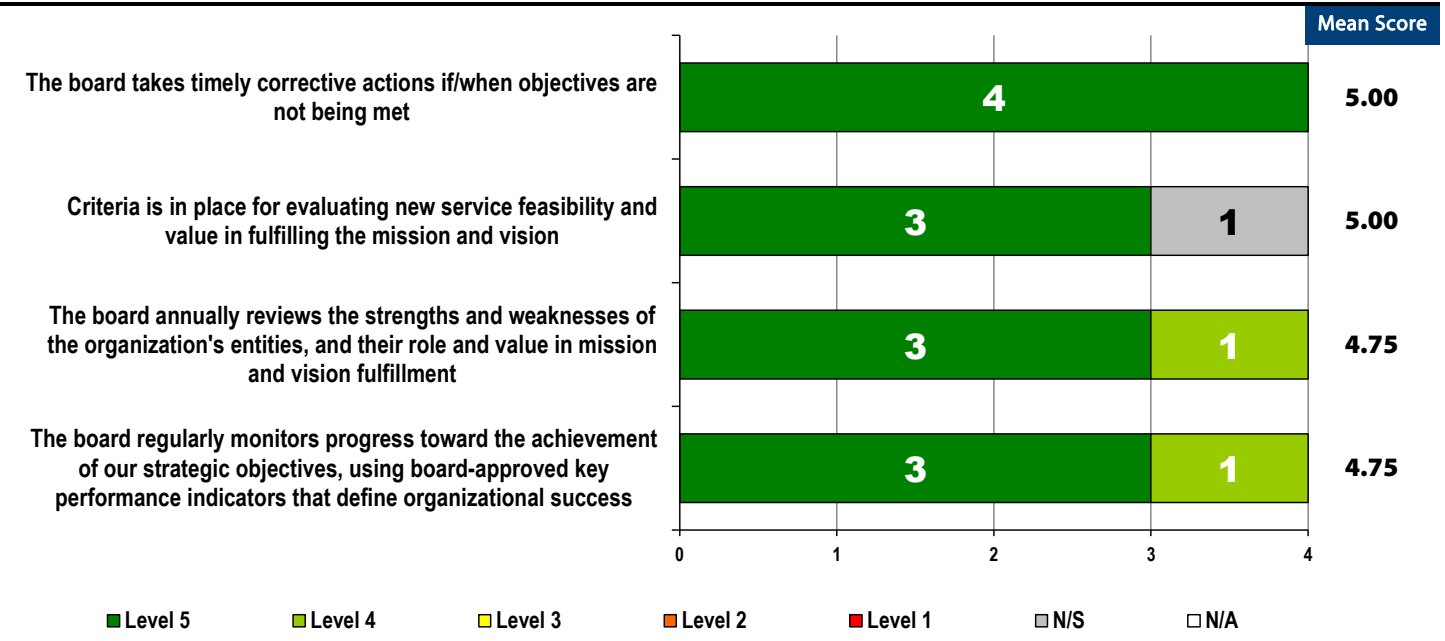


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2025 Morongo Basin Healthcare District Governance Self-Assessment

Monitoring Progress

(sorted by highest to lowest mean score)



Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- Mission and vision fulfillment - all reviewed on scheduled agendas.
- Continue to assess and provide feedback for areas of improvement related to community needs.
- I'm not sure what criteria we use to evaluate new services. I would like more detail on that.

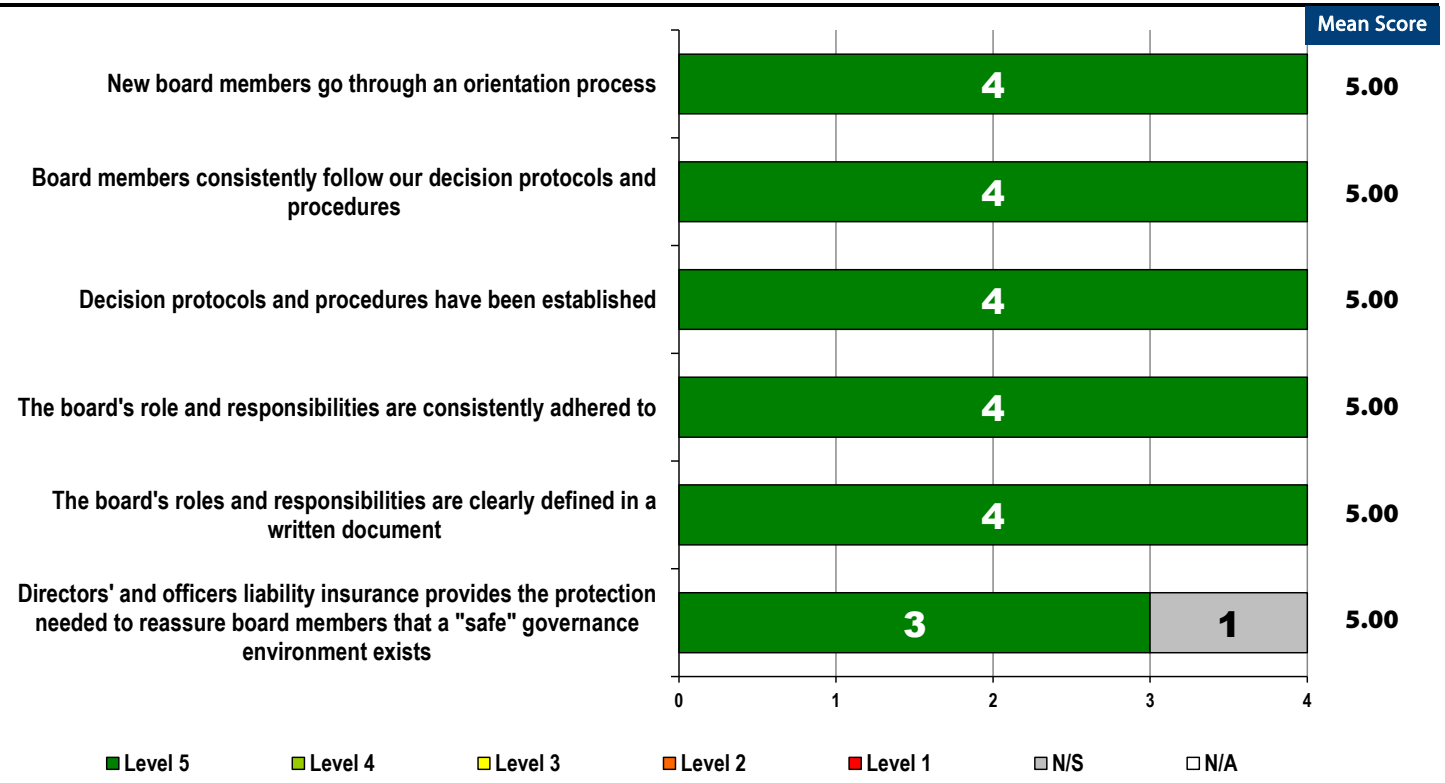
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Leadership Structure and Processes

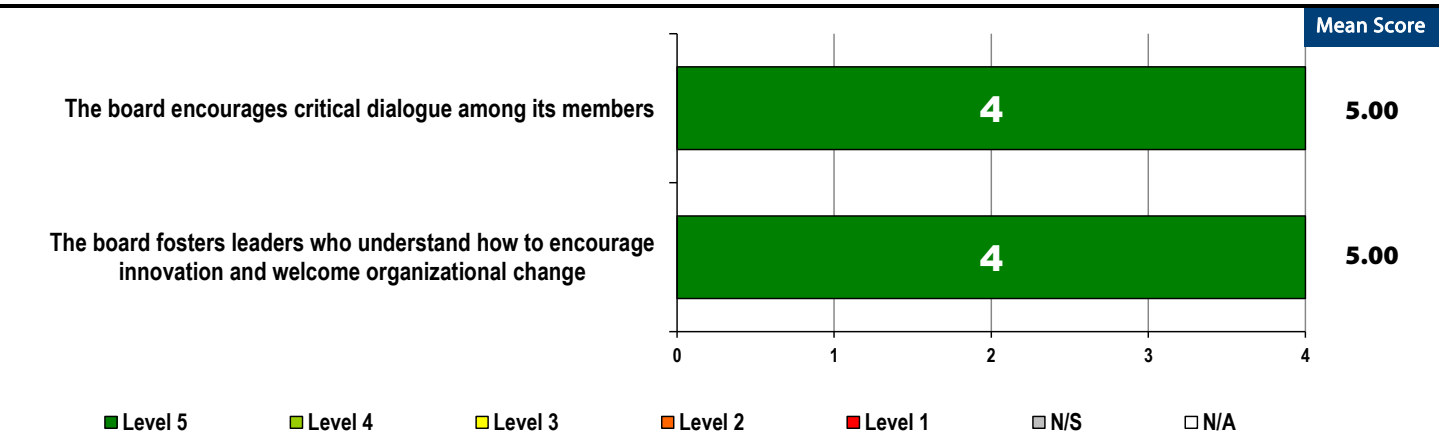
Board Roles and Responsibilities

(sorted by highest to lowest mean score)



Board Structure and Composition

(sorted by highest to lowest mean score)

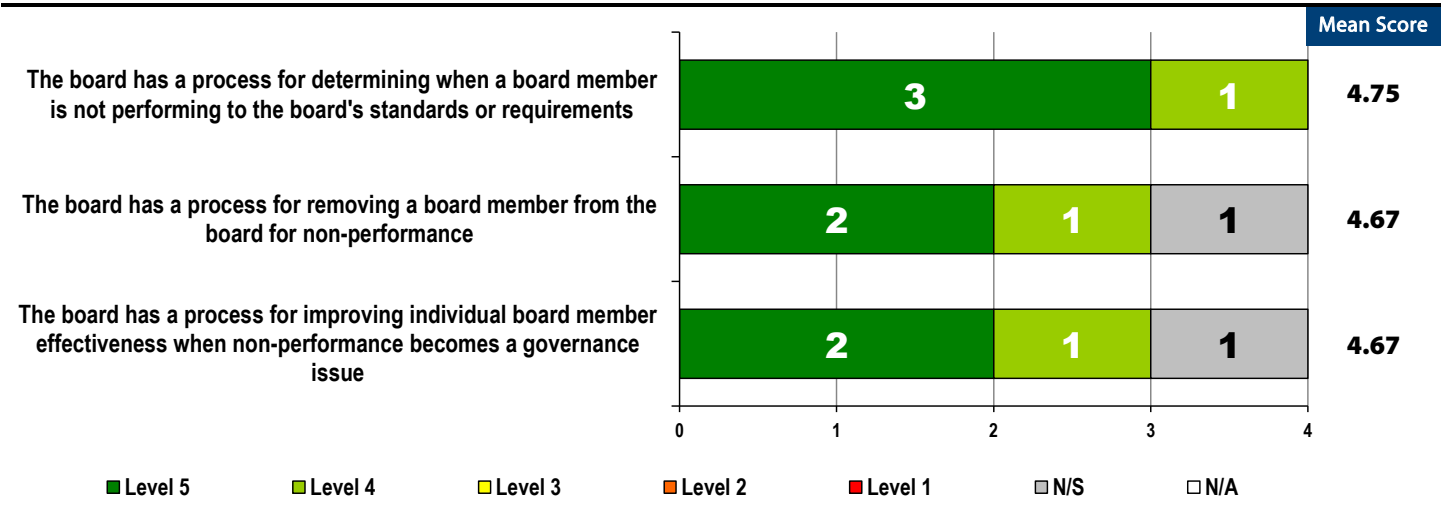


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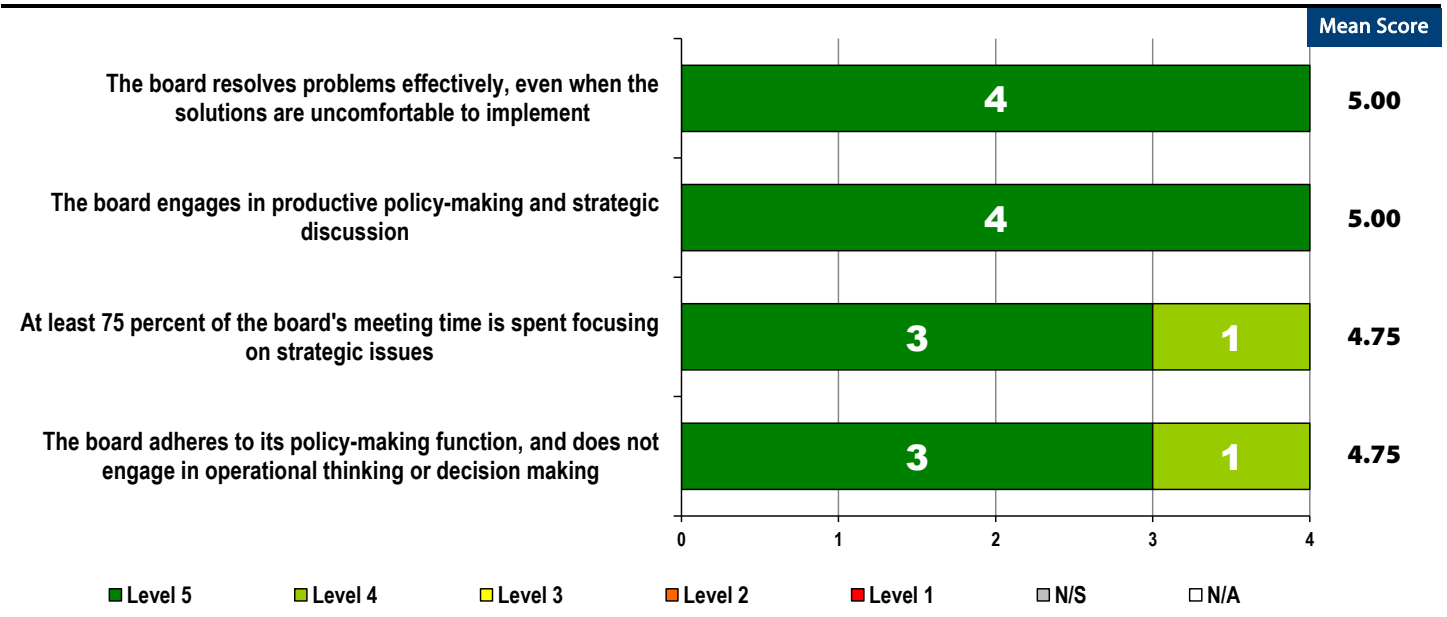
Board Member Performance

(sorted by highest to lowest mean score)



Strategic Focus

(sorted by highest to lowest mean score)

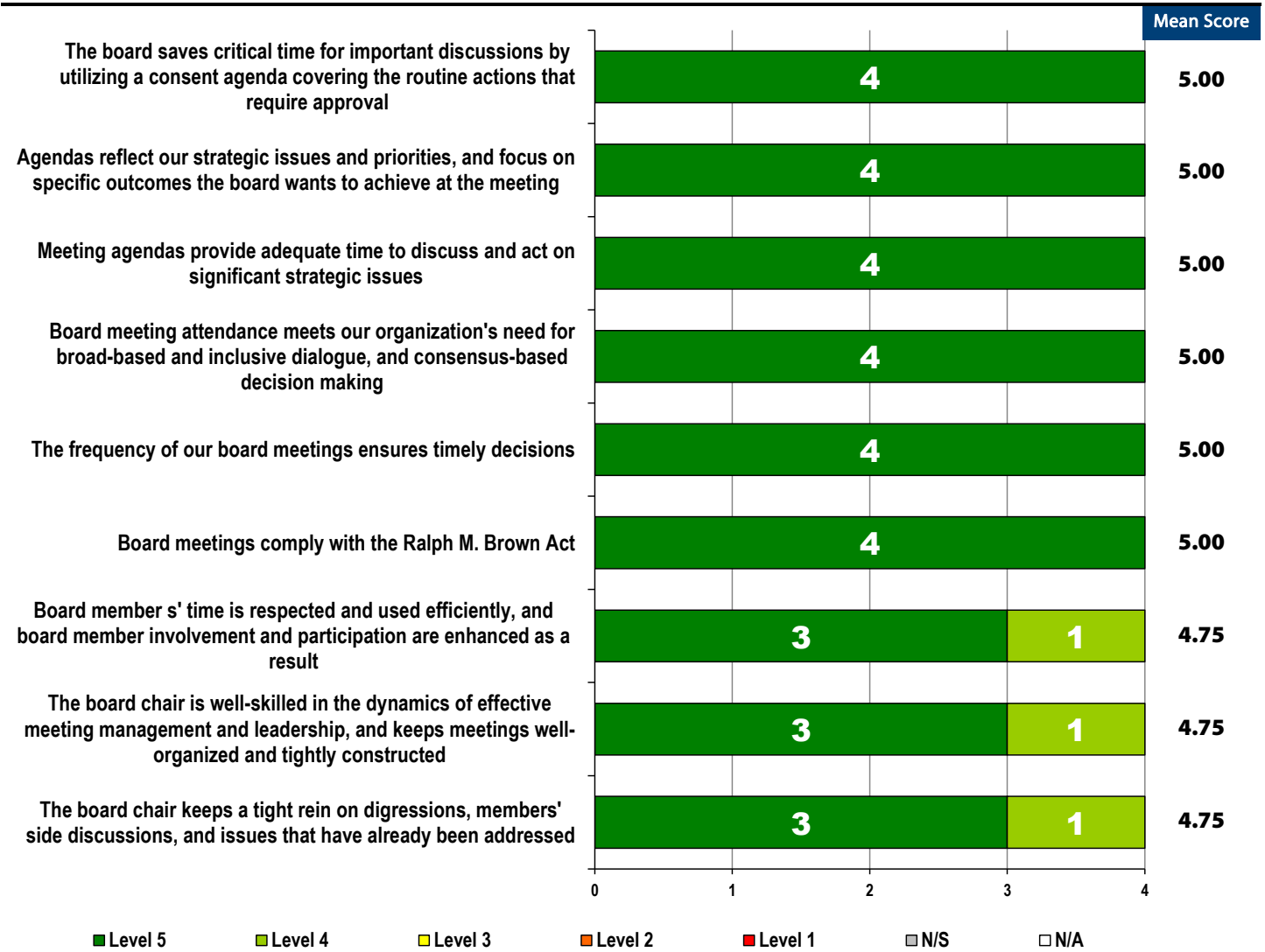


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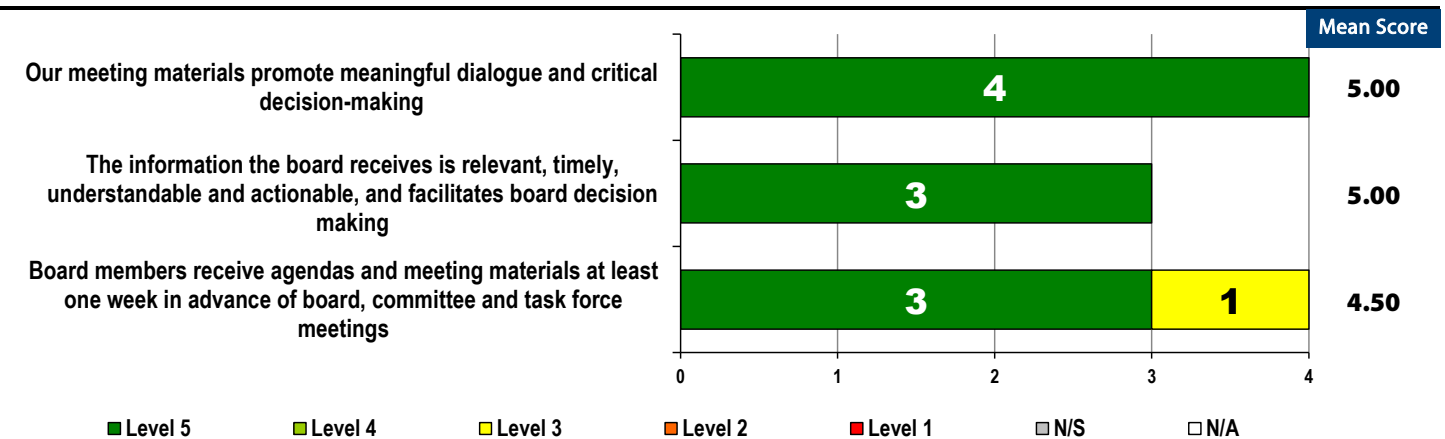
Board Meetings

(sorted by highest to lowest mean score)



Meeting Materials

(sorted by highest to lowest mean score)

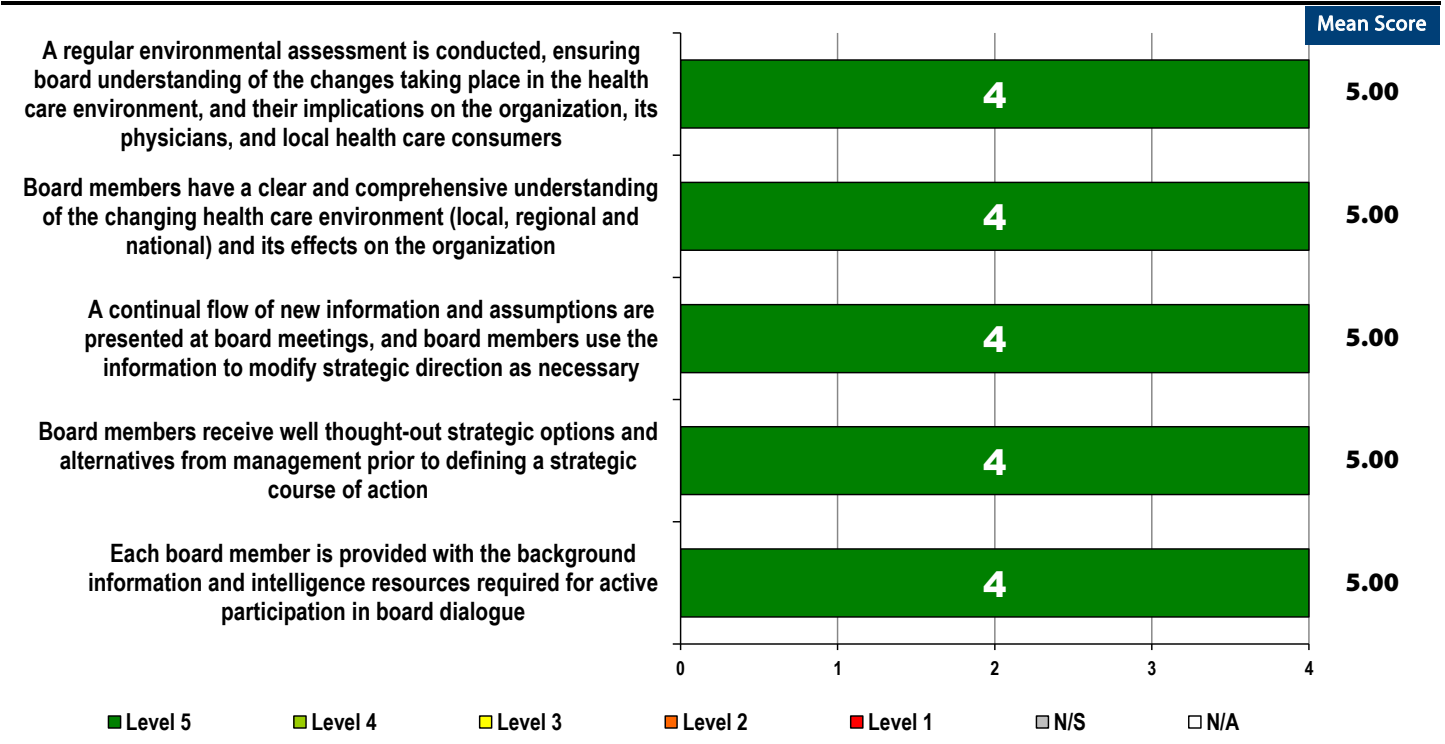


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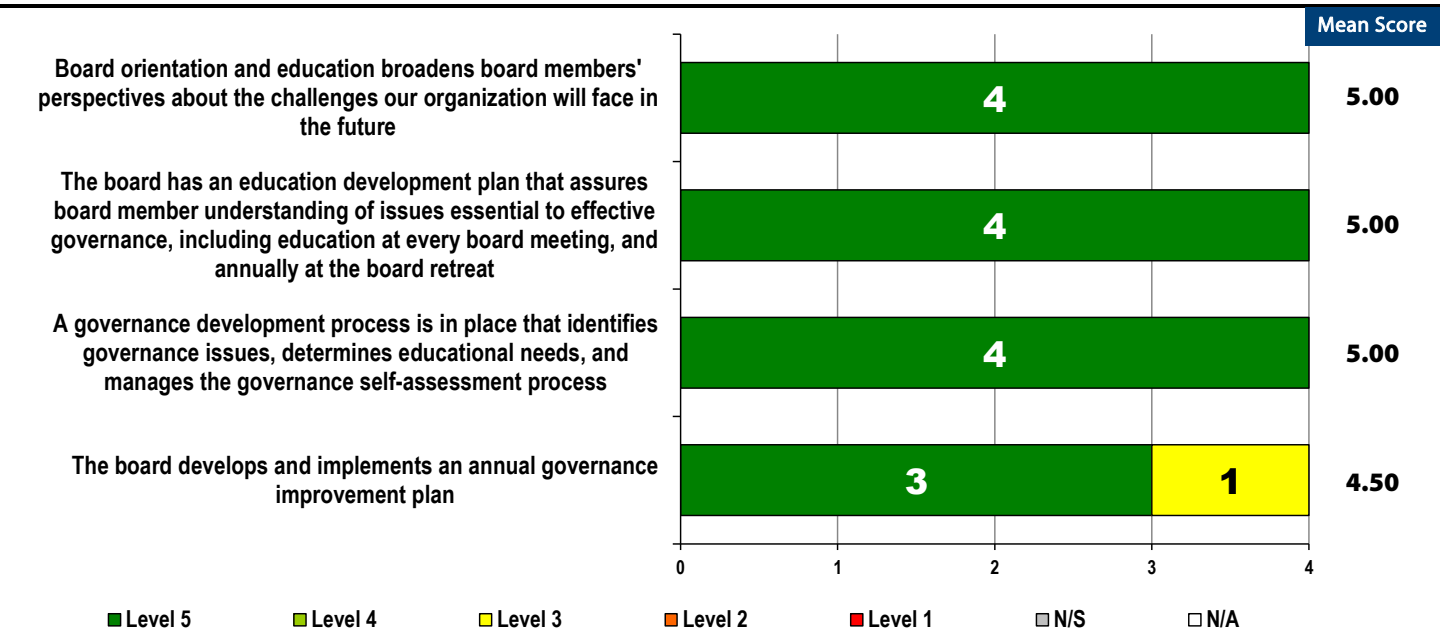
Board Member Knowledge

(sorted by highest to lowest mean score)



Governance Development

(sorted by highest to lowest mean score)



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2025 Morongo Basin Healthcare District Governance Self-Assessment

Board Relationships and Communication: Higher-Rated

(sorted by highest to lowest mean score)



Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- Increase individual communication traits.
- I don't understand how the liability insurance works - more detail please.
- We receive the agenda at least a few days in advance. I prefer to have the agenda close to the date of the meeting. I don't feel a week in advance is necessary.

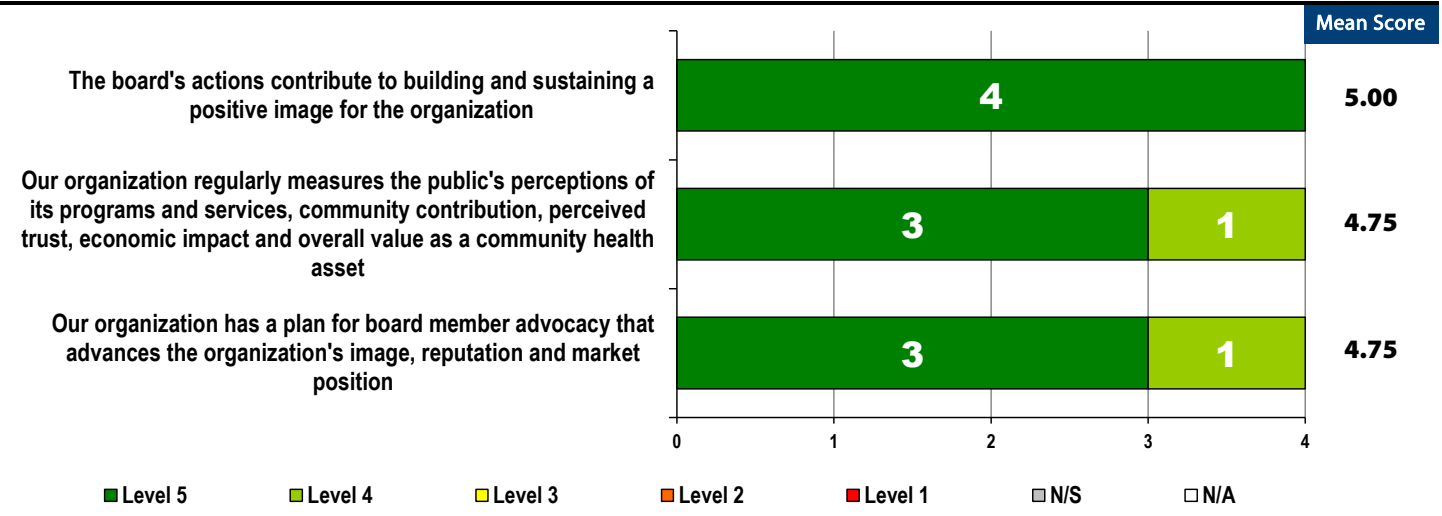
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Community Relationships

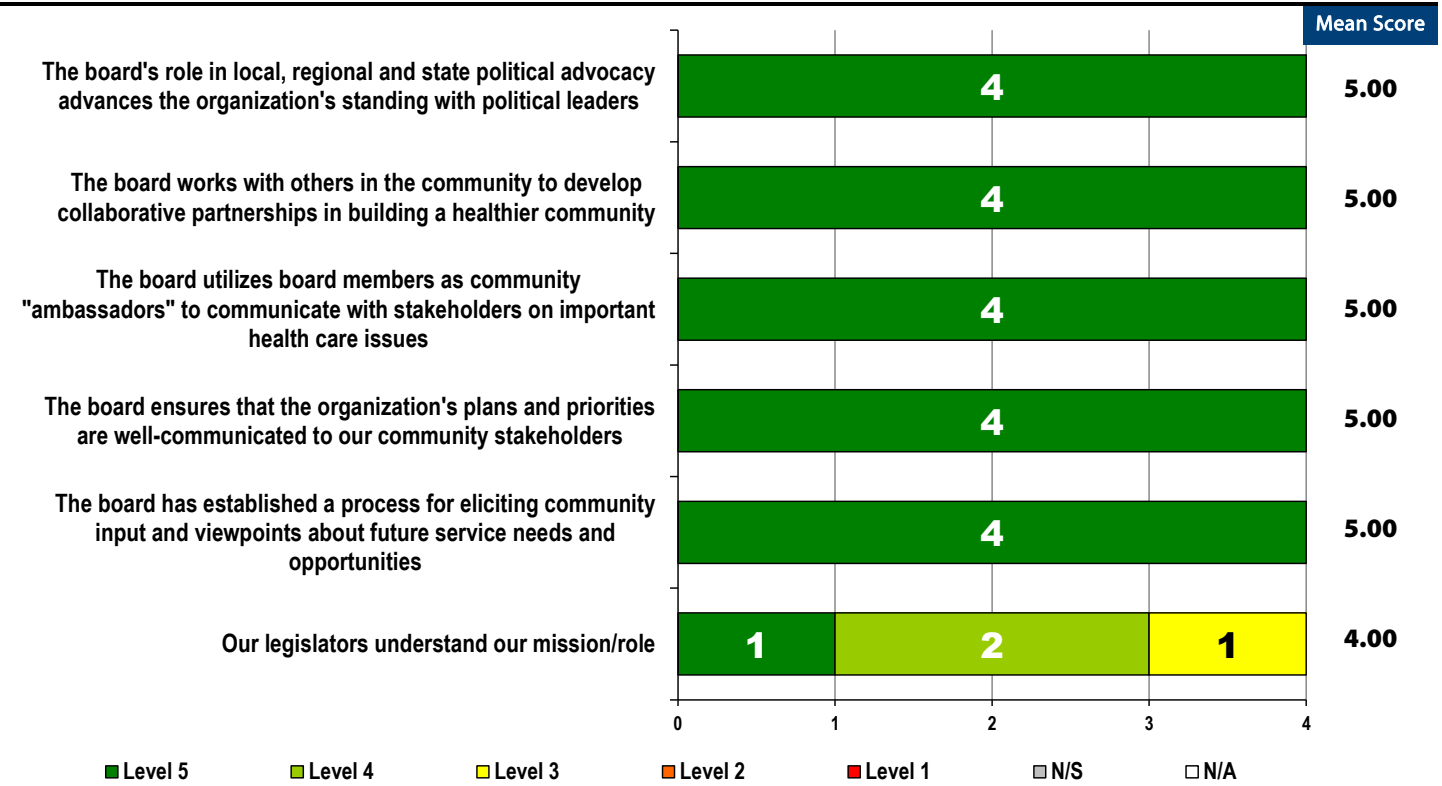
Ensuring Public Trust and Confidence

(sorted by highest to lowest mean score)



Ensuring Community Communication and Feedback

(sorted by highest to lowest mean score)



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Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- I know the organization takes steps to make sure legislators understand our mission/role, but I don't know if legislators take this into account based on some of the recent legislation.
- Continue to work towards meeting our strategic goals in these areas.
- To "share" individual comments is the answer.

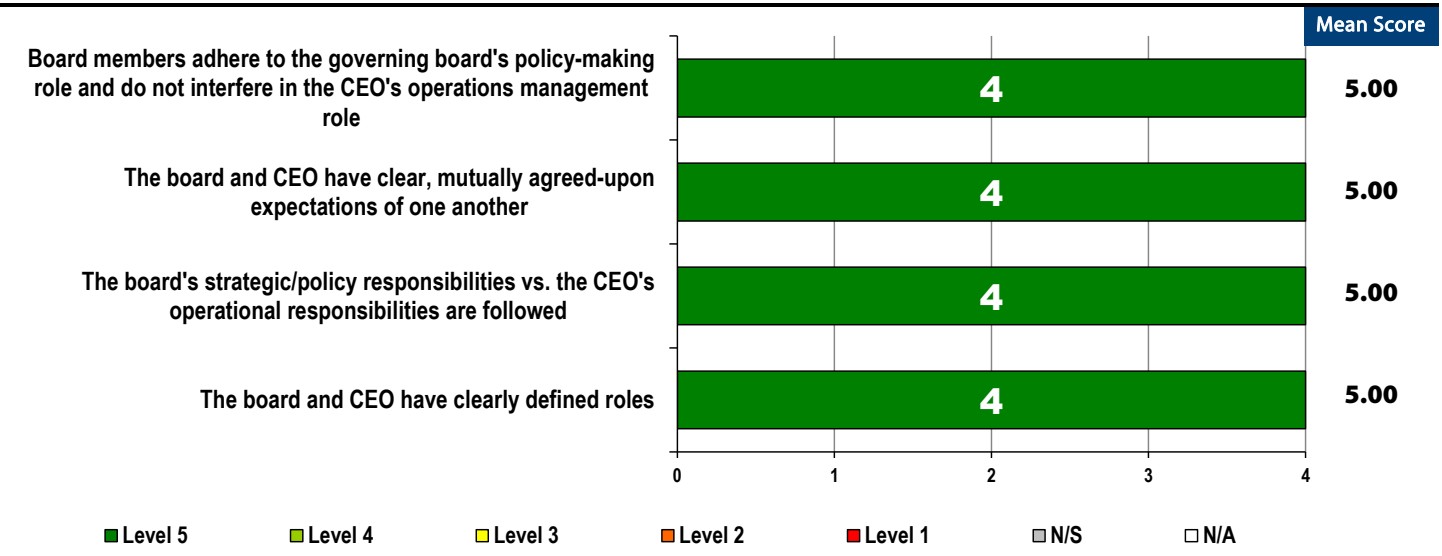
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Relationship with the CEO

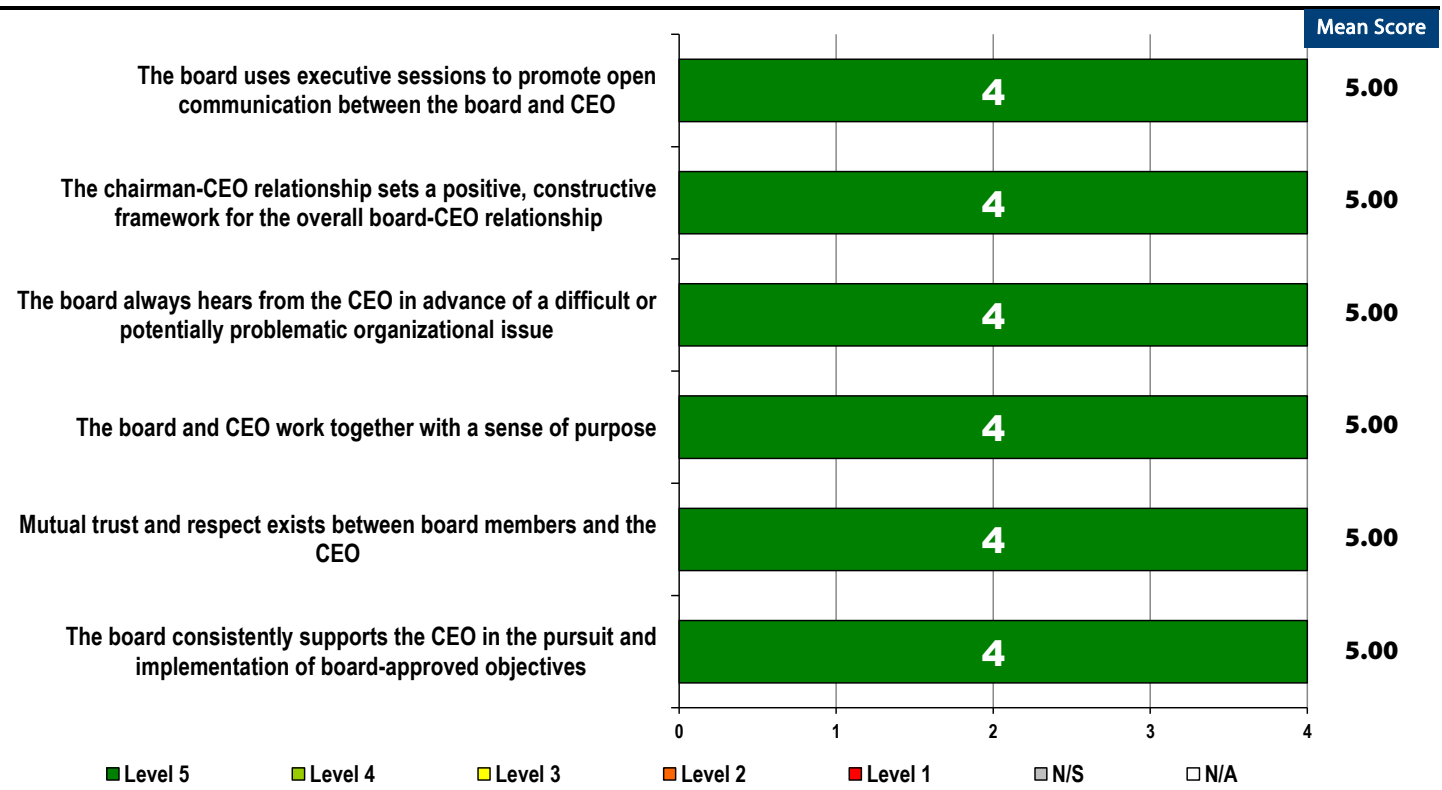
Board and CEO Roles

(sorted by highest to lowest mean score)



Communication, Support and Shared Goals

(sorted by highest to lowest mean score)

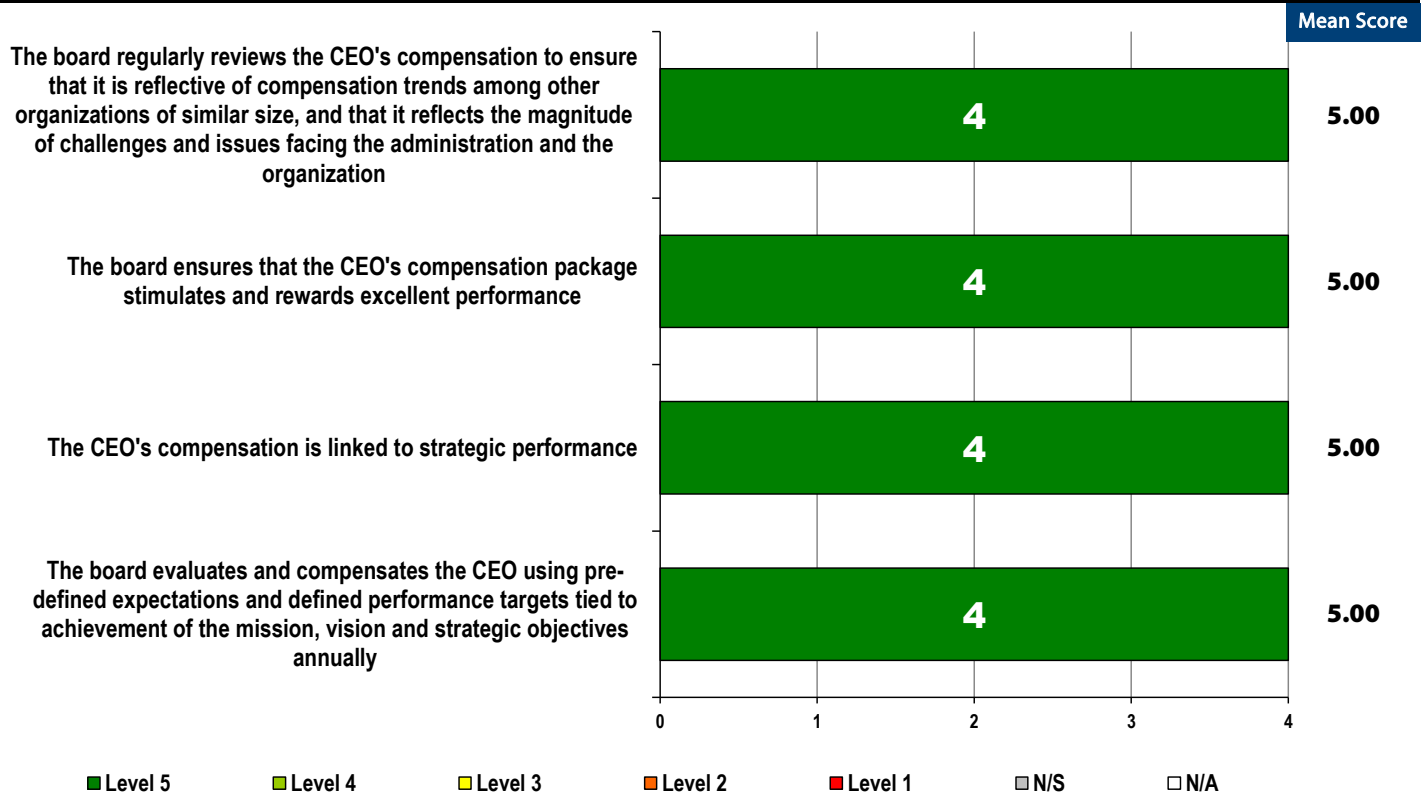


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CEO Evaluation

(sorted by highest to lowest mean score)



Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- "Staying on top" as to changes in community environment.

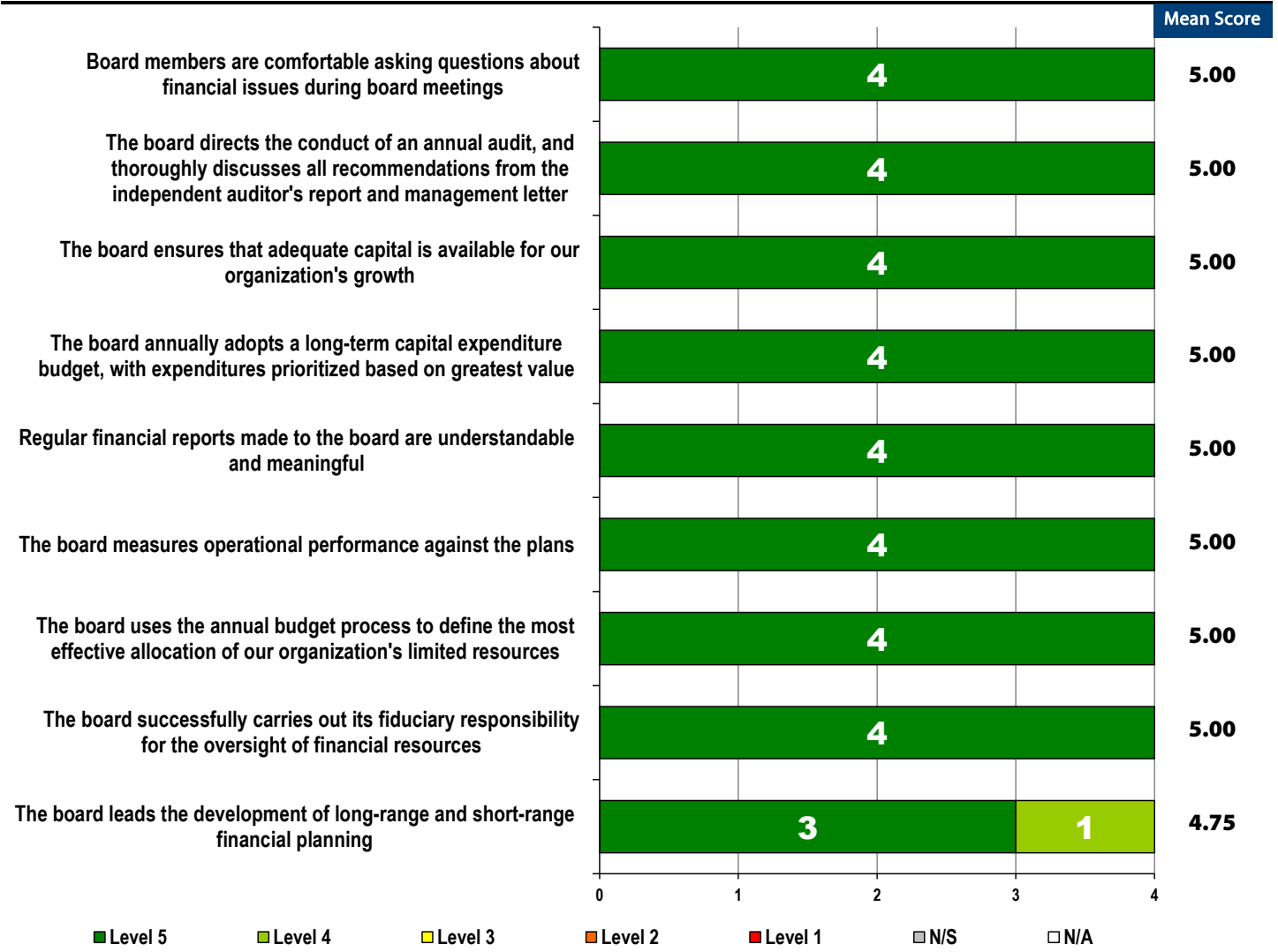
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Financial Leadership

The Fiduciary Responsibility

(sorted by highest to lowest mean score)

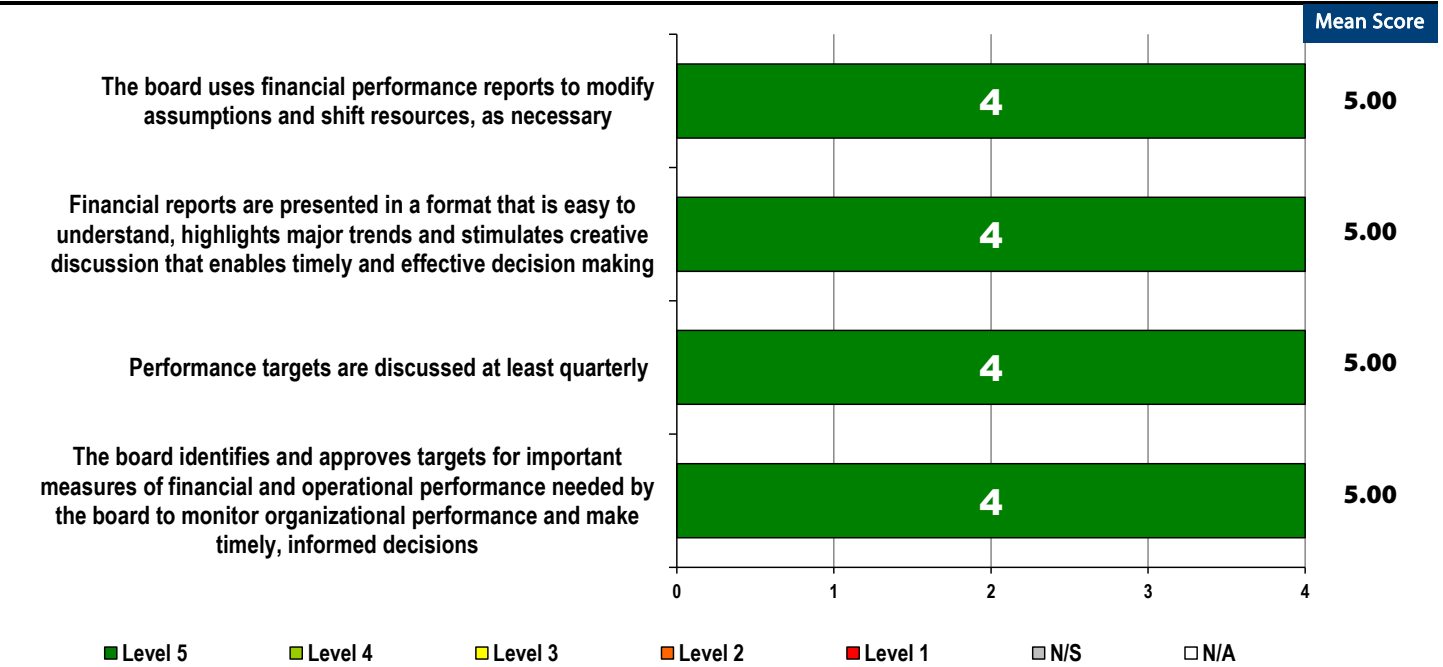


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2025 Morongo Basin Healthcare District Governance Self-Assessment

Monitoring Progress

(sorted by highest to lowest mean score)



Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- We rely heavily on the expertise of our CFO. I think we do meet these goals but with a lot of guidance from the CFO.
- Our CFO presents monthly reports that are comprehensive.
- Financial reports already planned for review quarterly.
- Be attentive to federal and state changes that may impact revenue.

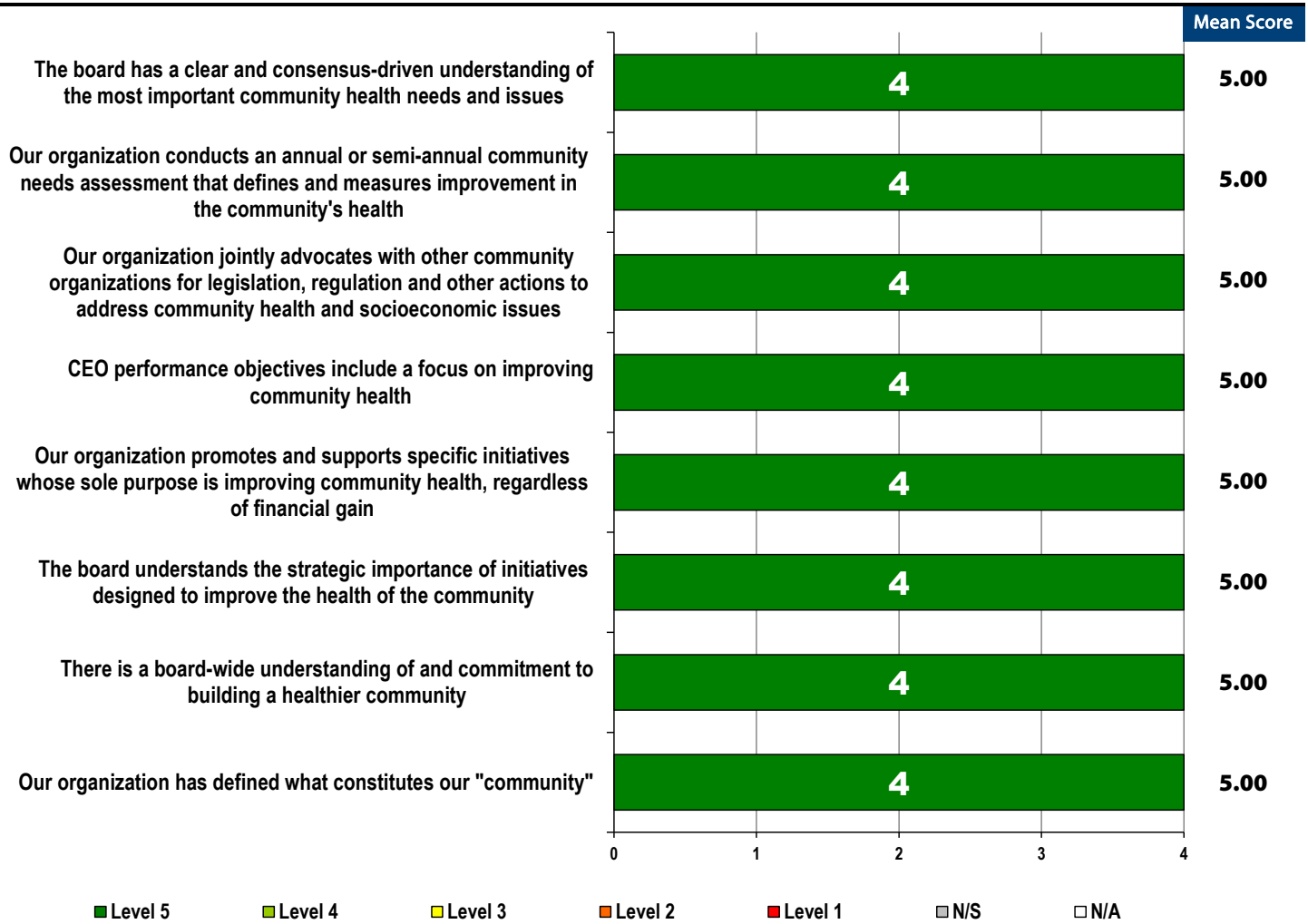
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Community Health

Development and Support of Community Health Initiatives

(sorted by highest to lowest mean score)

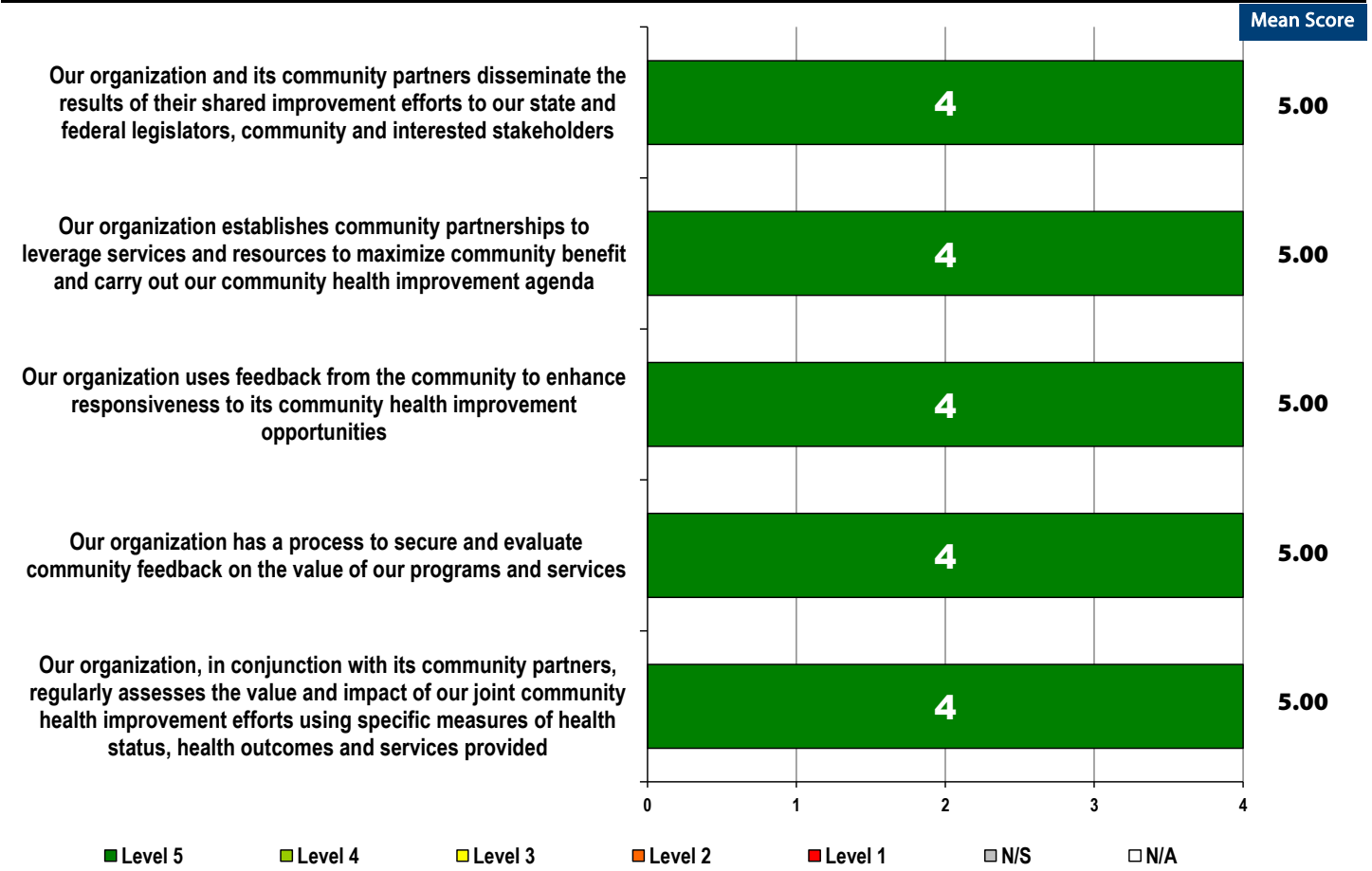


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2025 Morongo Basin Healthcare District Governance Self-Assessment

Community Involvement and Communication

(sorted by highest to lowest mean score)



Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- The board stands tall in communication at this time on behalf of the community.

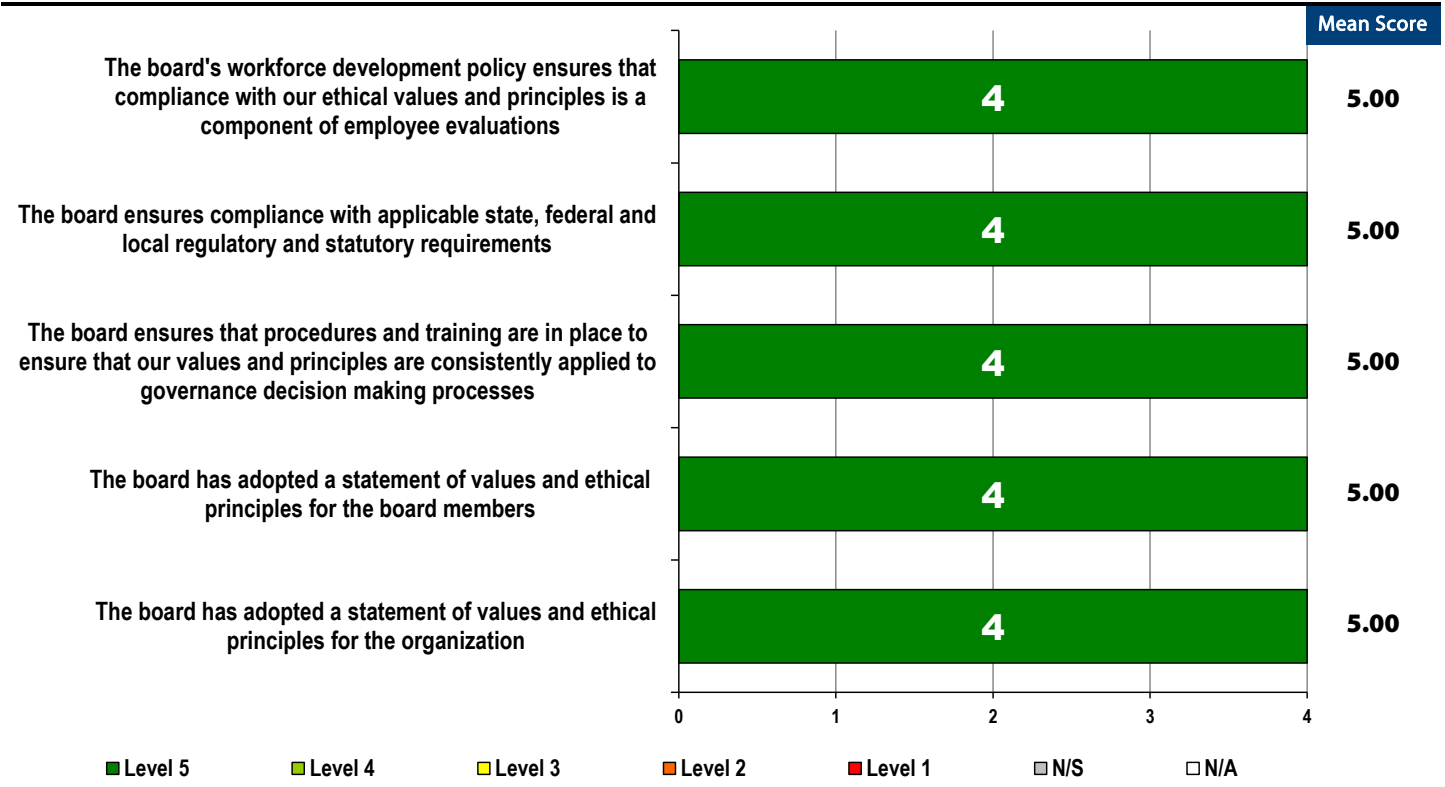
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Organizational Ethics

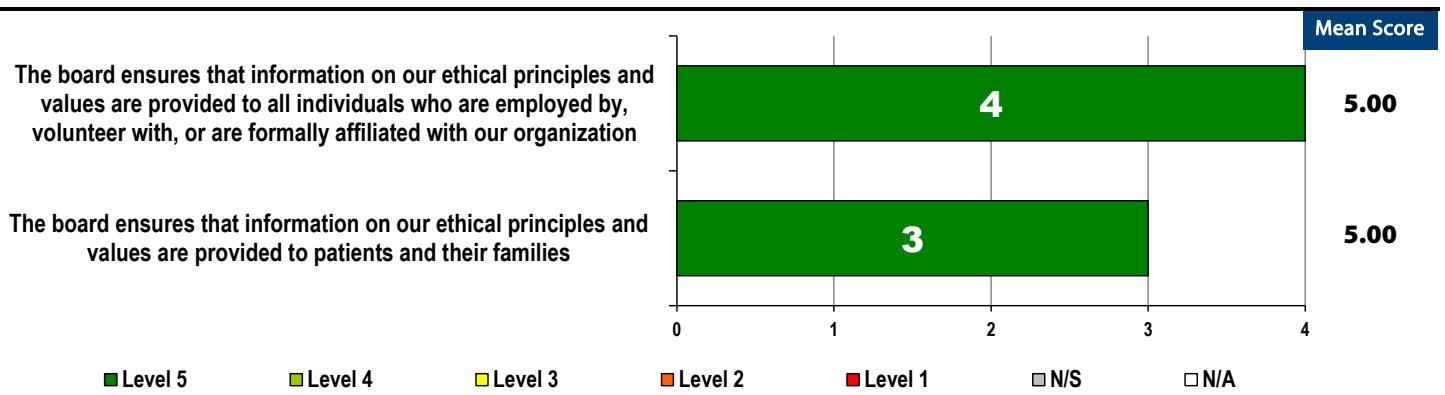
Ensuring Development and Implementation of Organizational Ethics

(sorted by highest to lowest mean score)



Awareness of Ethical Issues

(sorted by highest to lowest mean score)



Suggestions for Governance Improvement

Board members provided the following suggestions for governance improvement in this section:

- The board maintains strict leadership in this area.

Issues and Priorities

Highest Priority for the Board in the Next Year

Question: *What is your single highest priority for the board in the next year?*

- To continue to provide needed services to our constituents despite changes in federal and state that could impact revenue.
- Determine how to navigate any changes to federal funding of health care.
- My highest priority for the board is to be in attendance and support for all priorities.
- Seating a fifth board member.

Most Significant Strengths

Question: *What are the board's most significant strengths?*

- Maintains a strong vision for our community and has taken steps to share that vision.
- Maintains vision to serve and bring quality health to our communities.
- We all have unique positions in the community and understand specific needs of rural areas.
- Reaching out to the community as to individual support and available medical care.
- Great dialogue and diversity of conversations.
- Highly ethical and compliant with Brown Act and all decisions.
- We are able to make important decisions together.

Most Significant Weaknesses

Question: *What are the board's most significant weaknesses?*

- Could create specific ethical statements. Some are embedded within other areas.
- Develop our own board evaluation tool that is more specific to our board and clearly identify goals and actions.
- Improve CEO review process.
- The uncertainty of the federal government can impede our financial decisions.
- Diversity.
- Wish to only support the board's strengths!

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Key Issues for Board Focus in the Next Year

Question: *What key issues should occupy the board's time and attention in the next year?*

- Maintaining services while monitoring state and federal changes.
- Maintaining services.
- Planning for organizational longevity to withstand changes.
- Key issues upcoming are within our new government and new changes, if any.
- Supporting the community through any changes to federal health care funding.
- Board recruitment.

Significant Trends the Board Must Understand and Deal with in the Next Year

Question: *What do you see as the most significant trends that the board must be able to understand and deal with in the next year?*

- Federal health care funding.
- Major changes in funding.
- Maintaining services while monitoring state and federal changes.
- Planning for organizational longevity to withstand changes.
- We do not know yet; however, we are standing by for significant trends, if any.
- Board recruitment.

Critical Factors to Address to Successfully Achieve Goals

Question: *What factors are most critical to be addressed if the hospital is to successfully achieve its goals?*

- Our goals are submitted each meeting; and, as we attend, we will plan as needed.
- Maintaining services while monitoring state and federal changes.
- Planning for organizational longevity to withstand changes.
- Maintaining a balanced budget.
- Keeping our wonderful employees.
- Board recruitment.