

Fire Chief Leadership & Organizational Effectiveness Survey

Central Lyon County Fire Protection District

Purpose:

This survey is intended to provide structured input to the Board of Directors regarding the Fire Chief's leadership, communication, and organizational effectiveness. Responses will be aggregated and anonymized and used as one component of the Fire Chief's annual performance evaluation.

Instructions:

- Answer based on your **direct observations and experience** during the evaluation period.
- **Do not include names, specific incidents, or identifying details** in comments.
- Use the following scale:

Rating	Meaning
5	Strongly Agree
4	Agree
3	Neutral / Mixed
2	Disagree
1	Strongly Disagree
N/O	Not enough information to rate

Survey Questions

Leadership & Professional Conduct

1. The Fire Chief demonstrates high ethical standards and professionalism in their role.
2. The Fire Chief leads by example in behavior, decision-making, and accountability.
3. The Fire Chief's decisions reflect the best interests of the District as a whole.

Communication

1. The Fire Chief communicates important information clearly and in a timely manner.
2. The Fire Chief provides clear direction regarding priorities and expectations.
3. The Fire Chief is approachable and receptive to questions or concerns from staff.

Operational Support & Effectiveness

1. The Fire Chief demonstrates an understanding of operational needs and challenges.
2. The Fire Chief supports the effective delivery of fire, EMS, and emergency services.
3. The Fire Chief responds appropriately to operational problems or service delivery issues.

Personnel Management & Organizational Climate

1. The Fire Chief promotes accountability and consistency in personnel matters.
2. The Fire Chief treats employees with respect and fairness.
3. The Fire Chief supports employee development, training, and mentoring.

Labor, Volunteer & Organizational Relationships

1. The Fire Chief fosters positive working relationships across career staff, volunteers, and administration.
2. The Fire Chief supports a cooperative and professional work environment.

Safety, Culture & Overall Effectiveness

1. The Fire Chief promotes a culture of safety, teamwork, and continuous improvement within the District.

Optional Comment Section (Recommended)

A. What is one thing the Fire Chief does well that should continue?

(Optional)

B. What is one area where the Fire Chief could improve?

(Optional)

Compliance & Use Notes (for Board/Administration)

- Results should be reported only in aggregate form (no individual responses).
- Do not report subgroup data where fewer than 5 responses exist.
- Comments should be reviewed and redacted to remove identifying or inappropriate content.
- Survey results are advisory only and must be considered alongside Board evaluation and goal performance, consistent with the employment agreement.