



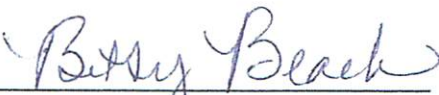
Measuring Effectiveness Policy


Henrico CASA seeks to establish an effectiveness assessment policy to help ensure that the organization has defined, measurable goals and objectives in place to evaluate the success and impact of the program in fulfilling these goals and objectives. To assist in these efforts, Henrico CASA adopts the following policy:

1. At least once every two years, Henrico CASA will review its goals and objectives toward achieving its mission and will complete a performance and effectiveness assessment of its programs based on that review.
2. This first such assessment will be in 2022 and will be conducted under the authority of the Executive Committee of the Board.
3. Henrico CASA Board will receive a written report of this assessment which will include:
 - a. Describing the activities that Henrico CASA undertook in the prior two years to achieve its goals and objectives;
 - b. Identifying the measures used to assess Henrico CASA's effectiveness in achieving its goals and objectives;
 - c. Analyzing the effectiveness of Henrico CASA's program in achieving Henrico CASA's goals and objectives; and
 - d. Recommending future actions Henrico CASA might take to increase effectiveness based on the findings.

At the conclusion of this process, Henrico CASA will revise the goals and objectives for Henrico CASA, as needed, for the upcoming term and will suggest means of measuring them.

The above policy was approved by the Board of Directors of Henrico CASA on the 17th day of September 2021.


Betsy Beach, Board Chair


Bryan Jenkins, Secretary