



Oregon

Tina Kotek, Governor

State Board of Towing
DMV HQ - 1905 Lana Ave, NE
Salem, OR 97314

Email Address: info@towboard.oregon.gov
Web Site: www.oregon.gov/sbot

Annual Performance Review

Date: November 19, 2024
Re: Board Administrator Annual Performance Review

On October 29, 2024, the Oregon State Board of Towing conducted an annual performance evaluation and review of the Board Administrator, Torey McCullough.

The evaluation and review was based on a 365-view methodology, with board members and collaborative partners participating.

The evaluation focused on six areas:

Question 1:

Demonstrates commitment and dedication to the mission of the Board, the public and consumers, and the industry. Actively ensures the organization is moving toward objectives and performance standards. Ability to accurately and effectively assess problems and identify and implement solutions.

The Board found Ms. McCullough's efforts in this area were Exemplary or Fully Effective.

Question 2:

Effectively sets agendas, schedule meetings, and coordinates information to the board; effectively prepares and assembles reports and materials for Board. Clearly expresses ideas and information verbally and in writing. Works effectively with the board as a whole, providing appropriate, adequate, and timely information and support to the board.

The Board found Ms. McCullough's efforts in this area were mostly Exemplary or Fully Effective.

Question 3:

Serves as an effective spokesperson for the agency; represents the programs and point of view of the organization to agencies, organizations, and the general public.

State Board of Towing Mission Statement:

The Oregon State Board of Towing is responsible for protection of the safety and well-being of the public through the regulation of the towing industry by administering and enforcing the laws and rules of the State of Oregon, setting professional standards and expectations of the towing industry, and ensuring fairness and continuity of towing services provided by Oregon's towing industry.

The Board found Ms. McCullough's efforts in this area were Fully Effective.

Question 4:

Recognizes need for policy change or establishment; effectively develops policies, procedures and controls necessary to carry out mission and goals of the Board.

The Board found Ms. McCullough's efforts in this area were Exemplary or Fully Effective.

Question 5:

Cultivates relationships with external stakeholders in a positive and productive manner; establishes sound working relationships and an inclusive, collaborative approach when possible. Attend community meetings are requested or invited by collaborative partners and stakeholders, the public, and the industry.

The Board found Ms. McCullough's efforts in this area were Exemplary, noting Ms. McCullough's attendance at OTTA meetings, training events, DMV meetings, and other opportunities.

Question 6:

Demonstrates ability to successfully navigate and operate in a highly visible and potential contentious environment. Responds to multiple constituents who have disparate interests and conflicting agendas, provides liaison between groups.

The Board found Ms. McCullough's efforts in this area were Exemplary or Fully Effective.

The Board members expressed appreciation for Ms. McCullough's work over the past year

Annual Performance Review approved by the Board November 19, 2024.

Submitted By: _____
Kevin Baker, State Board of Towing Board Member