



Policy for Assessing Organizational Performance and Effectiveness

Arab Student Aid International (ASAI)

Adopted by the Board of Directors on January 15, 2021

Purpose

Arab Student Aid International (ASAI) is committed to maintaining high standards of performance, accountability, and organizational effectiveness. This policy establishes a structured process for regularly evaluating ASAI's programs, operations, and overall impact.

Scope

This policy applies to the Board of Directors, executive leadership, staff, and all ASAI programs, including grants, interest-free loans, LIFT crowdfunding, GEAR, and the Education Fellowship Program.

Assessment Process

1. Annual Organizational Review

ASAI shall conduct an annual review to evaluate progress toward strategic goals, mission alignment, financial health, program impact, and operational efficiency. This review will be led by the Executive Director and presented to the Board of Directors.

2. Program Performance Evaluation

Each program will be assessed using measurable indicators such as number of students served, funds disbursed, program outcomes, donor engagement, cost-efficiency, and beneficiary feedback. Data will be collected at least once per year.

3. Financial Performance & Compliance

ASAI will evaluate financial management through annual audits, budget-to-actual comparisons, internal controls reviews, and compliance with nonprofit reporting requirements, including IRS Form 990.

4. Board & Governance Assessment

The Board of Directors will conduct a self-assessment every two years to evaluate governance effectiveness, board engagement, decision-making, and alignment with organizational needs.

5. Stakeholder Feedback

ASAI will solicit input from students, donors, partner universities, and staff to identify areas for improvement, ensure transparency, and strengthen community trust.

6. Reporting & Follow-Up

Results of all assessments will be documented in an annual performance report, which will

include recommended corrective actions. The Board will review the report, approve any improvement plans, and monitor progress throughout the year.

Policy Review

This policy shall be reviewed by the Board of Directors regularly and updated as needed to reflect best practices and organizational growth.