

### **Evaluation of the District President**

As an organization committed to continuous quality improvement, the Board of Trustees is committed to assessing the performance of the District President to identify strengths and areas for improvement.

As part of the annual evaluation of the District President, the Board of Trustees will evaluate progress toward goals set the prior year and set goals for the President for the following year. The evaluation of the District President is designed to align with the strategic plan and the institutional scorecard.

This evaluation will occur in conjunction with the annual Board Self-Assessment.

The steps in the evaluation of the District President are:

1. District President will submit to the Board of Trustees a self-evaluation portfolio organized around the main categories of the strategic plan and institutional scorecard, those personal and professional qualities expected of effective leaders, and the specific goals set for the President during the annual retreat the prior year.
2. Trustees individually will review the portfolio and complete a presidential evaluation questionnaire that was previously mutually agreed upon. The individual results are submitted to the Board President (or designee) for compilation and analysis.
3. To further assess the District President's performance, trustees will interview selected
  - a. employees regarding campus climate and organizational health;
  - b. community leaders regarding leadership, communication and partnerships;
  - c. students and graduates to assess the quality of their experience at the college.
4. The Board of Trustees will review the evaluation results and reach consensus on what message the Board will deliver to the District President regarding his/her performance.
5. The Board of Trustees will discuss their consensus evaluation with the District President, noting accomplishments and areas in need of improvement, if any. Together, the Board of Trustees and District President will create a list of goals for the President in the coming year.

Adoption Date: 09-20-2017

Review Dates

Revision Dates