

Date: _____

BOARD OF TRUSTEES REVIEW OF PRESIDENT'S PERFORMANCE

Please rate the President in the following functional areas using the following rating scale by placing an "X" in the appropriate box. Use DK (don't know) if you are unaware of the President's performance in a specific category:

- 1 – does not meet expectations (weakest)
- 2 – meets expectations
- 3 – exceeds expectations (strongest)
- DK – unaware of the performance/don't know

Please provide comments to improve the performance of the President in specific functions of the job. This is to be used as a development tool for the President.

1. Institutional Leadership	1	2	3	DK
Community relationships	☐	☐	☐	☐
Employee relationships	☐	☐	☐	☐
Board Member relationships	☐	☐	☐	☐
Overall	☐	☐	☐	☐

2. Core Value Representation	1	2	3	DK
Integrity	☐	☐	☐	☐
Responsibility	☐	☐	☐	☐
Respect	☐	☐	☐	☐
Fairness	☐	☐	☐	☐
Diversity	☐	☐	☐	☐
Equity	☐	☐	☐	☐
Inclusion	☐	☐	☐	☐
Overall	☐	☐	☐	☐

3. Leadership Ability	1	2	3	DK
Provides effective leadership in carrying out the mission of the institution	☐	☐	☐	☐
Provides leadership in developing, communicating, and implementing institutional goals	☐	☐	☐	☐
Inspires others to do their best	☐	☐	☐	☐
Builds teamwork among colleagues and subordinates	☐	☐	☐	☐
Uses good executive judgment	☐	☐	☐	☐
Displays effective planning ability	☐	☐	☐	☐
Establishes appropriate goals and objectives for the college	☐	☐	☐	☐
Effectively represents the interests of the college to the Board	☐	☐	☐	☐
Is attentive to long-term, strategic issues that affect the college	☐	☐	☐	☐
Sets a strong example of fairness, integrity and personal accountability	☐	☐	☐	☐
Leads by example in quality of work	☐	☐	☐	☐
Leads by example in meeting deadlines	☐	☐	☐	☐
Sets a good example of the behavior they ask for from others	☐	☐	☐	☐
Overall	☐	☐	☐	☐

4. Governing Board Development & Communications	1	2	3	DK
Is accessible to the Board members	☐	☐	☐	☐
Keeps the Board members informed of significant matters affecting the college	☐	☐	☐	☐
Insures that all decisions are legal, ethical and in compliance with the policies and procedures of the college and the relevant statutes	☐	☐	☐	☐
Works effectively with the Board members	☐	☐	☐	☐
Ensures reports to the Board are complete, accurate, and timely	☐	☐	☐	☐
Maintains honest and open lines of communication with the Board	☐	☐	☐	☐
Ensures that Board directives are complied with in a timely manner	☐	☐	☐	☐
Supports Board policy and actions in public, private and to the staff	☐	☐	☐	☐
Communicates performance expectations clearly	☐	☐	☐	☐
Communicates effectively with people at all levels of the college	☐	☐	☐	☐
Gathers and gives relevant information to others in a timely manner	☐	☐	☐	☐
Overall	☐	☐	☐	☐

5. External Relations	1	2	3	DK
Portrays a progressive and professional image of the college	☐	☐	☐	☐
Relates to and communicates with the external community	☐	☐	☐	☐
Is accessible to and involved with the community	☐	☐	☐	☐
Encourages partnerships with the community, businesses, industries and other educational institutions	☐	☐	☐	☐
Is politically astute	☐	☐	☐	☐
Exhibits good media presence	☐	☐	☐	☐
Effectively uses personal contacts	☐	☐	☐	☐
Maintains positive relations with legislators	☐	☐	☐	☐
Effectively communicates the college's position on legislative matters to the appropriate parties	☐	☐	☐	☐

Maintains positive relations with local community members	☐	☐	☐	☐
Overall	☐	☐	☐	☐

6. Decision-Making and Problem-Solving	1	2	3	DK
Gathers information needed for sound decision-making	☐	☐	☐	☐
Makes sound decisions in a timely manner	☐	☐	☐	☐
Considers multiple sources of information before making important decisions	☐	☐	☐	☐
Demonstrates good judgment and common sense when making decisions	☐	☐	☐	☐
All decisions show mature judgment and common sense when making decisions	☐	☐	☐	☐
Makes tough decisions when necessary	☐	☐	☐	☐
Is creative and innovative in solving problems	☐	☐	☐	☐
Is effective in dealing with crises	☐	☐	☐	☐
Overall	☐	☐	☐	☐

7. Institutional Performance - Operational	1	2	3	DK
Provides effective leadership in establishing and maintaining excellent student services	☐	☐	☐	☐
Provides effective leadership for maintenance and upgrade of facilities	☐	☐	☐	☐
Stays current with trends, information, legislation and other movements pertinent to the College's future	☐	☐	☐	☐
Handles public and media relations appropriately and constructively	☐	☐	☐	☐
Implements relevant accountability measures to ensure excellent program quality	☐	☐	☐	☐
Overall	☐	☐	☐	☐

8. Employee Development and Success	1	2	3	DK
Recognizes and awards accomplishments of employees	☐	☐	☐	☐
Creates a climate of respect and high morale	☐	☐	☐	☐
Facilitates and support professional development of employees	☐	☐	☐	☐
Is responsive to issues of concern to employees	☐	☐	☐	☐
Overall	☐	☐	☐	☐

9. Fiscal Leadership	1	2	3	DK
Works with businesses, corporations and individuals to create new revenue sources for the college	☐	☐	☐	☐
Works to increase funds generated by external grants and contracts	☐	☐	☐	☐
Demonstrates sound fiscal responsibility for the college	☐	☐	☐	☐
Overall	☐	☐	☐	☐

10. Academic Leadership	1	2	3	DK
Keeps current regarding trends and issues in higher education	☐	☐	☐	☐
Continues to develop and enhance the academic programs	☐	☐	☐	☐
Actively promotes an environment for teaching excellence	☐	☐	☐	☐
Overall	☐	☐	☐	☐

11. Student Development and Success	1	2	3	DK
Communicates well with students	☐	☐	☐	☐
Promotes an environment which nourishes individual student growth and achievement	☐	☐	☐	☐
Assists faculty and staff in developing student leaders	☐	☐	☐	☐
Promotes student success with all decisions	☐	☐	☐	☐
Overall	☐	☐	☐	☐