Community College of Beaver County

BOARD OF TRUSTEES POLICY STATEMENT

Section 1 Bylaws, Structure, and Mission

Policy 1.200 Presidential Evaluation

The Board of Trustees is committed to promoting the growth and development of the President of the College. To that end, the Board will conduct a formative evaluation of the President's performance at least annually.

The evaluation shall focus on the following aspects of presidential performance:

- 1. A Self Evaluation on the status of goal attainment completed by the President
- 2. An evaluation of presidential effectiveness in the following areas completed by the Board:
 - Accomplishment of Presidential Goals
 - Institutional Leadership
 - Relationship with the Board of Trustees
 - Relationship with Faculty and Staff
 - Relationship with the Community
- 3. An evaluation of the College completed by the Board

The Board and the President shall agree on the instrument(s) to be used in completion of the evaluation process.

See Addendum 1.200 a, Evaluation of Presidential Effectiveness and College Services

Community College of Beaver County

Section 1.000 Bylaws, Structure, and Mission

Policy 1.200 a Presidential Evaluation

PART 2 - Board Evaluation of Presidential Effectiveness

This instrument is for use by the Board in evaluating the effectiveness of the President.

| | | | Below | Meets | Exceeds |
|---|------|---|--------------|--------------|--------------|
| | | | Expectations | Expectations | Expectations |
| 1 | Acc | complishment of Presidential Goals | | | |
| | Α | The President proposes appropriate and realistic | | | |
| | | goals for advancing the College. | | | |
| | В | The President successfully accomplishes the goals | | | |
| | | established with the Board. | | | |
| | С | The President keeps the Board appropriately | | | |
| | | informed regarding accomplishment of the goals | | | |
| | | approved by the Board. | | | |
| | D | The President effectively allocates resources | | | |
| | | leading to accomplishment of the goals approved by the Board. | | | |
| 2 | Inst | itutional Leadership | | | |
| | Α | The President is effective in establishing a strategic | | | |
| | | plan for the College and in establishing operational | | | |
| | | objectives supporting its attainment. | | | |
| | В | The President is effective in allocating fiscal | | | |
| | | resources. | | | |
| | С | The President is effective in recommending and | | | |
| | | implementing Board policy. | | | |
| | D | The President is effective in managing the staff and | | | |
| | | organization of the College. | | | |
| | Е | The President is effective in maintaining a | | | |
| | | responsive curriculum. | | | |
| | F | The President is effective in developing strategies | | | |
| | | for securing alternative financial resources. | | | |
| | G | The President is effective in establishing | | | |
| | | appropriate plans, procedures, processes, and | | | |
| | | internal controls necessary for management of the | | | |
| | | College. | | | |
| | Н | The President is effective in developing a | | | |
| | | progressive and growing Foundation. | | | |

| 3 | Relationship with the Board of Trustees | | | | |
|---|---|--|--|--|--|
| | Α | The President keeps the Board informed on issues | | | |
| | | potentially affecting the College. | | | |
| | В | The President keeps the Board informed on the | | | |
| | | needs and operations of the College. | | | |
| | С | The President offers professional advice and | | | |
| | | appropriate recommendations based on thorough | | | |
| | | study and analysis on issues presented to the | | | |
| | | Board. | | | |
| | D | The President supports Board policy and actions to | | | |
| | | the College and the Community. | | | |
| | Е | The President maintains an effective, open, and | | | |
| | | productive relationship with the Board. | | | |
| 4 | Rel | ationship with Faculty and Staff | | | |
| | Α | The President keeps the faculty and staff | | | |
| | | appropriately informed on the business and actions | | | |
| | | of the Board. | | | |
| | В | The President provides appropriate mechanisms for | | | |
| | | communication between the College and the Board. | | | |
| | С | The President promotes loyalty to the College and | | | |
| | | morale among the faculty and staff. | | | |
| 5 | Rel | ationship with the Community | | | |
| | Α | The President promotes a positive image of the | | | |
| | | College to the community. | | | |
| | В | The President is active in community life and affairs. | | | |
| | С | The President builds relationships and partnerships | | | |
| | | with community agencies and organizations. | | | |
| 6 | Cor | mments: | | | |
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PART 3 - Board Evaluation of College Services

As the Board reviews the effectiveness of the President, it will also evaluate the general state of the College in the following areas in order to focus attention on strengths and to assist in building quality.

| | | Below | Meets | Exceeds |
|---|---|--------------|--------------|--------------|
| | | Expectations | Expectations | Expectations |
| 1 | Strategic and Long-Range Planning | | | |
| | Comments: | | | |
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| 2 | Financial Management | | | |
| | Comments: | | | |
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| 3 | Administration and Operations | | | |
| | Comments: | | | |
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| 4 | Credit Program Development and Delivery | | | |
| | Comments: | | | |
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| 5 | Non-Credit Program Development and Delivery | | | |
| | Comments: | | | |
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| 6 | Marketing and Public Relations | | |
|----|--------------------------------------|--|--|
| | Comments: | | |
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| 7 | Resource Development | | |
| | Comments: | | |
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| 8 | Student Services | | |
| | Comments: | | |
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| 9 | Facilities and Grounds Management | | |
| | Comments: | | |
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| 10 | Overall Quality of Staff Performance | | |
| | Comments: | | |
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