USING THE BOARD'S SELF-EVALUATION TO ESTABLISH BOARD GOALS FOR 2012-13

Self-Evaluation Goals	Measurements			New Goal Sample	Proof
A. Policies, Guidance, and Decision-Making	VERY GOOD	GOOD	POOR	GOAL SAMPLE	MEASUREMENT
1. Documented institutional philosophy, long range plan (5-10 years) and near-term objectives (1-3 years).				1. Review annually short and long term institutional Strategic Plan. (A-1)	Date of Plan Review
2. Written policies on significant phases of operations.				2. Review Policies (A-2)	Establish & implement process
3. Guidance and direction given to the Superintendent.				3. Identify Superintendent/President annual goals. (A-3)	Documented list
4. Use of Superintendent and his/her recommendations in Board decision-making.				4. Receive sufficient preparatory materials to make competent decisions. (A-4, 5, 6)	Materials
5. Use of administrative staff, faculty, classified staff, and students in Board decision making.				5. Acquire input from constituencies. (A-7, 8)	Meetings; surveys; etc.
6. Receptiveness to suggestions and recommendations.				6. Act in a timely manner. (A-9)	Board Minutes
7. Awareness of community attitudes and desires of special interest groups.					
8. Willingness to hear and consider all sides of a controversy.					
9. Timeliness of Board actions.					

Self-Evaluation Goals	Measurements			New Goal Sample	Proof
B. Relationships with the Superintendent	VERY GOOD	GOOD	POOR	GOAL SAMPLE	MEASUREMENT
1. Support of the Superintendent in his/her decisions and actions.				1. Supports the operational decisions and actions of the S/P. (B-1)	Board Minutes
2. Periodic evaluation and discussion with the Superintendent of his/her performance.				2. Annual 360 S/P evaluation.(B-2)	Evaluation Date & document
3. Maintenance of Superintendent's salary comparable to similar positions elsewhere.				3. Identify Superintendent/President annual goals. (B-3)	Documented list
C. Board-Employee Relationships	VERY GOOD	GOOD	POOR	GOAL SAMPLE	MEASUREMENT
1. Knowledge of collective bargaining and similar management/employee procedures.				1. Annual review of changes to the CTA and CSEA contracts. (C-1)	Date and materials
2. Fairness of negotiation results to all parties including students and taxpayers.				2. Meets with the S/P to establish negotiations' parameters. (C-2)	Date & document
3. Receptiveness to complaints from employees.				3. Receives complaints from employees and provides information regarding the complaint resolution process. (C-3)	Documented list
4. Encouragement of employee development and performance evaluation.				4. Supports employee professional development and evaluation. (C-4)	- List of professional development - Employee evaluation report

Self-Evaluation Goals	Measurements			New Goal Sample	Proof
D. Relationships with the Educational Program/ Students	VERY GOOD	GOOD	POOR	GOAL SAMPLE	MEASUREMENT
1. Knowledge of the District's instructional program. 2. Time and emphasis allowed in Board meetings for discussing educational objectives and instructional programs. 3. Interest exhibited in student outcomes. 4. Attention given by the Board to local intra-schools (college and high schools) educational programs. 5. Knowledge of student personnel services. 6. Knowledge of student activities.				1. Keeps abreast instructional program offerings. (D-1, 2)	Board Presentations Written Updates VPI/SS Board Reports
				2. Supports Student Learning Outcomes (D-3)	Annual SLO report and presentation Program Review presentations
				3. Maintains currency on K-12 & PVC joint projects. (D-4)	Board Agenda Reports
				4. Keeps abreast student support programs & services and student activities. (D-5, 6)	Board Presentations Written Updates VPI/SS Board Reports
E. Board/Community Relationships	VERY GOOD	GOOD	POOR	GOAL SAMPLE	MEASUREMENT
1. Communication and publicity program with community. 2. Perception of (a) educational needs of the community, and (b) community services. 3. Awareness of community attitudes and feelings. 4. Effectiveness in securing community support for financing important programs. 5. Rapport with local news media				1. Maintains community contact. (E-1)	Date and materials
				2. Meets as needed with the S/P to establish negotiations parameter's. (E-2)	Date & document
				3. Hold at least one community meeting/ town hall in Blythe and Needles. (E-3,4,5)	Dates List of feedback obtained

Self-Evaluation Goals	Measurements			New Goal Sample	Proof
F. Business and Financial Management	**VERY GOOD**	**GOOD**	**POOR**	**GOAL SAMPLE**	**MEASUREMENT**
1. Knowledge of revenue sources and judgment of the District's ability to support proposed programs. 2. Perception of institutional needs. 3. Alignment of the budget to local area educational needs and the Educational Master Plan of the District. 4. Provisions for meeting long-term plans. 5. Adequacy of financial reserves. 6. Involvement in budget study/approval. 7. Adequacy of plant/personnel security and insurance				1. Proficient in understanding the District budget, revenues, and challenges. (F-1, 3, 4, 5, 6)	• Budget Workshops • Board Audit & Finance Committee Meetings/Minutes • College Budget Committee • Established Board Goals
				2. Annually reviews College list of unmet needs, Educational Plan update, . (F-2, 3, 4, 7)	• Planning Workshop/s • Updated master plan • S/P updates and reports
G. Professional Development of the Board	**VERY GOOD**	**GOOD**	**POOR**	**GOAL SAMPLE**	**MEASUREMENT**
1. Participation in orientation or training for Board service. 2. Participation in local, state, and national conferences for Board members. 3. Participation in regional meetings for Board members. 4. Involved in professional reading about community college education.				1. Maintains currency of Board roles and responsibilities. (G-1, 2, 3, 4)	Annual Board review of CCLC and Accreditation guidelines Attendance at local and state Board meetings Review of materials