

III. POLICY TYPE: BOARD-PRESIDENT RELATIONSHIP

E. POLICY TITLE: CWC PRESIDENT’S EVALUATION INSTRUMENT
(Approved 3/24/04; modified 9/21/05; 12/12/07; 4/1/17; 11/15/17)

NAME:

EVALUATOR: _____ DATE: _____

PERFORMANCE DEFINITIONS

EXCEPTIONAL (1)

Regularly and substantially exceeds expected performance standards. Superior contributions to the department/division are made. Performance is clearly distinguished and the best that can be attained. Employee is recognized by peers and colleagues as a leader and positive example for others. This rating is unique and difficult to achieve because it represents consistently exceptional achievement beyond regular assignments.

EXCEEDS EXPECTATIONS (2)

Performance consistently meets and occasionally exceeds performance standards. Contribution to the college is noticeably significant. Employee demonstrates initiative, versatility, works collaboratively with others, and has strong technical skills.

MEETS EXPECTATIONS – EMPLOYEE IN GOOD STANDING (3)

Meets expected performance standards and performs at levels that fully satisfy the requirements of the job. Performance is competent and that expected from a well-qualified individual. Employee is an effective member of the team and college environment.

BELOW EXPECTATIONS (4)

Performance does not consistently meet performance standards. Contribution to the college is limited.

NEEDS IMPROVEMENT (5)

Consistently fails to meet performance standards and does not accomplish most or all performance objectives.

EXECUTIVE LIMITATIONS

EXCEPTIONAL (1)	EXCEEDS EXPECTATIONS (2)	MEETS EXPECTATIONS (3)	BELOW EXPECTATIONS (4)	NEEDS IMPROVEMENT (5)
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The President does not:

(Note choice by placing an X in the rating column.)

Policy II.A. General Executive Constraint: Allow any practice, activity, decision or organizational circumstance that is either unlawful, imprudent or in violation of commonly accepted business and professional ethics.					
Policy II.B. Treatment of Students: Allow conditions, procedures, or actions that are unsafe, disrespectful, discriminatory, unnecessarily intrusive, or that fail to provide appropriate confidentiality.					
Policy II.C. Treatment of Staff: Allow conditions that do not promote a dedicated, motivated, qualified, adequately compensated, and continuously trained staff.					
Policy II.D. Compensation and Benefits: Cause or allow jeopardy to fiscal integrity or the quality of staff.					
Policy II. E. Planning and Institutional Effectiveness: Operate without comprehensive planning and monitoring processes that address the achievement of the board’s Ends policies.					
Policy II.F. Financial Planning and Budgeting: Fail to further the college’s Ends policies or risk fiscal jeopardy.					
Policy II.G. Financial Condition and Activity: Cause or allow the development of fiscal jeopardy or a significant deviation of actual expenditures from the approved budget.					
Policy II.H. Physical Asset Protection: Allow the physical assets of the college to be unprotected, inadequately maintained or unnecessarily risked.					
Policy II.I. Safety and Security: Cause or allow unsafe and dangerous conditions.					
Policy II.J. Communication and Support to the Board: Neglect to submit monitoring data required by the board or fail to inform the board of major college programs and events, or potential adverse media coverage.					
OVERALL PERFORMANCE RATING FOR CATEGORY:					

Comments:

BOARD-PRESIDENT RELATIONSHIP

EXCEPTIONAL (1)	EXCEEDS EXPECTATIONS (2)	MEETS EXPECTATIONS (3)	BELOW EXPECTATIONS (4)	NEEDS IMPROVEMENT (5)
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The President:

(Note choice by placing an X in the rating column.)

Policy III.A. Adheres to the President’s Job Description.					
Policy III.B. Delegation to the President: Is accountable for college staff.					
Policy III.C. Monitoring Executive Performance: Provides adequate, understandable, and sufficient monitoring reports to the board that show that board Ends are being met.					
Policy III.D Acting President: Designates a college administrator to serve in his or her absence according to board policy.					
OVERALL PERFORMANCE RATING FOR CATEGORY:					

Comments:

MONITORING REPORTS

EXCEP- TIONAL (1)	EXCEEDS EXPECTA- TIONS (2)	MEETS EXPECTA- TIONS (3)	BELOW EXPECTA- TIONS (4)	NEEDS IMPROVE- MENT (5)
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(Note choice by placing an X in the rating column.)

Strategic Plan Update - September					
Student Learning Monitoring Report – October					
Sustainability Monitoring Report Part I - October					
Sustainability Monitoring Report Part II - November					
Community Impact Monitoring Report – February					
Employee Monitoring Report – March					
Budget Update – April					
Student Success Monitoring Report – July					
OVERALL PERFORMANCE RATING FOR CATEGORY:					

Comments:

