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Evaluation of the District President

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

As part of the annual evaluation of the District President, the Board 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.

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

The steps in the evaluation of the District President are:

District President will submit to the Board a self-evaluation portfolio organized around the main categories of the strategic plan, those personal and professional qualities expected of effective leaders, and the specific goals set for the President during the prior year annual retreat.

The Board members individually review the portfolio and complete a Presidential evaluation questionnaire that was previously mutually agreed upon. The individual results are submitted to the Board Chair (or designee) for compilation and analysis.

To further assess the District performance, the Board will interview selected:

1. Employees regarding campus climate and organizational health.
2. Community leaders regarding leadership, communication, and partnership.
3. Students and graduates to assess the quality of their experiences at Gillette College.
4. The Board will review the evaluation results and reach consensus on what message the Board will deliver to the District President regarding her/his performance.
5. The Board will discuss their consensus evaluation with the District President, noting accomplishments and areas in need of improvement, if any. Together, the Board and District President will create a list of goals for the President in the coming year.

Adopted: October 20, 2021

Reviewed:

Revised: