

### **2435 – Evaluation of the President**

The Board of Education shall conduct an evaluation of the President at least annually. Such evaluation shall comply with any requirements set forth in the contract of employment with the President as well as this policy.

The Board of Education shall evaluate the President using an evaluation process the Board of Education and the President jointly agree to and develop.

The criteria for evaluation shall be based on Board of Education policy, the President’s job description, and performance goals/objectives developed in accordance with BP 2430 Delegation of Authority to the President.

The process will take will start at the beginning of a new fiscal year, or as necessary:

1. The President will present his/her yearly goals as well as deliver the State of the College.
2. The Board and President will set priorities
  - a. Board and President will work together to
    - i. Delineate objectives – tied to the mission, core themes, and Strategic or Master Plan
    - ii. Establish metrics for measurement
    - iii. Establish timelines
3. The President will provide a monthly report at the board meetings and will receive feedback from the Board.
4. A quarterly report will be given by the President to the Board on progress towards the set goals, in executive session
5. The Annual Evaluation
  - i. President will submit a Self-Evaluation - tied to the identified set specific goals, per item 2.
  - ii. Board submits their individual President’s Evaluation responses to the Board Assistant - tied to the identified set specific goals, per item 2.
  - iii. Board assistant will return an analysis and findings back to the Board of Education
  - iv. The Board will then meet to discuss their Presidential Evaluation findings
  - v. Review/Recap of final evaluation will be done with the President in executive session.

**Legal Reference(s):**

1. NWCCU Standard 2.A.7