

Presidents Evaluation Time line

The President will set goals in odd years and will have an evaluation completed in even years for the previous two years of goals.

Year	Activity	Due to the Board	Cover time frame
2017	Goal Setting	September 2017	2017-18 and 2018-19
2018	Evaluation	September 2018*	2016-17 and 2017-18
2019	Goal Setting	September 2019	2019-20 and 2020-21
2020	Evaluation	September 2020	2018-19 and 2019-20

* The evaluation process was developed and documented September 2018. The 2018 Evaluation will be completed in early 2019

Goal setting year - Actions	Completion Date
President develops goals	June
President and Board - review and finalize goals at annual retreat	September
Assessment year - Actions	Completion Date
Board –Evaluation Committee identified, and evaluation focus area determined	June
President- receives self-evaluation	July
HR on behalf of the Evaluation Committee -sends out evaluation to Board members	July
President – completed self-evaluation to HR	August
Board members – completed evaluation to HR	August
Evaluation Committee- reviews HR compiled board member evaluations	September
Board Members- receive a copy of completed evaluation	September
Evaluation Committee- meets with President to review evaluation	September
2018- Implementation Year	
Board – Evaluation Committee identified	September
Evaluation Committee – Develops evaluation process	Late September
Evaluation Committee – reviews evaluation form and adds focus areas	December 11, 2018
HR on behalf of the Evaluation Committee -sends out evaluation to Board members	January 14, 2019
President- receives self-assessment	January 14, 2019
President – completed self-evaluation to HR	January 28, 2019
Board members – completed evaluation to HR	January 28, 2019
Evaluation Committee- reviews HR compiled member evaluation	February 2019 -TBD
Board Members- receive a copy of completed evaluation	February 2019-TBD
Evaluation Committee- meets with President to review evaluation	May 2019-TBD

2018-19 Board Choice focus area

Accreditation Pathway– Northwest Commission on College and Universities (NWCCU)

1) Provides campus wide leadership on the Accreditation pathway (Applicant- Candidate- Independence).
2) Keeps the board informed on challenges and milestone progress.
3) Coordinates staff and faculty leads for the documentation of accreditation requirements.
4) Works closely with accrediting community college, Portland Community College (PCC) to ensure smooth transitions on accreditation pathway.

President's Evaluation

The President will be evaluated in the following categories, using a compilation of this form.

Notes should be provided to explain results in each category, especially ratings of 1,2 or 5.

The President will use this form to complete a self-assessment.

A. The Board of Education

- | | |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1) | Keeps the board informed of the needs, issues and operation of the college. |
| 2) | Offers professional advice to the board on matters requiring board action, with appropriate recommendations based on the careful study and analysis. |
| 3) | Maintains a professional working relationship with the board. |
| 4) | Recommends to the board for consideration, changes in the college/board policy. |
| 5) | Recommends to the board the annual budget along with advice regarding the resources to fund the budget. |
| 6) | Has an understand of, and demonstrated support for, governance and collective bargaining in an academic setting and conciliation in the grievance processing. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5 <input type="checkbox"/>	4 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>

Notes:

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B. Management Competencies

B1-Achieves Results

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|---------------------------------------------------------------------------------|
| 1) Overcomes obstacles to successfully complete projects. |
| 2) Effects outcomes that set high standards for others. |
| 3) Achieves results that have a positive impact on the organization as a whole. |
| 4) Seeks to improve own skills and knowledge |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5 □	4 □	3 □	2 □	1 □

Notes:

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B2- Facilitates College Success through Personnel

1) Leads staff members and faculty in goals that complement and/or fulfill the College’s mission.
2) Encourages participation of staff members and faculty in college planning, procedures and policy development and implementation.
3) Uses the diverse talents and experiences of staff and faculty to create a diverse and inclusive campus community.

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5 <input type="checkbox"/>	4 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>

Notes:

B3- Communicates Effectively

1) Expresses thoughts clearly in writing.
2) Is an effective and articulate speaker.
3) Provides communication structures to ensure campus community engagement.

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5 <input type="checkbox"/>	4 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>

Notes:

C. Educational Pathways

- | | |
|----|----------------------------------------------------------------------------------------------------------------------------------------|
| 1) | Ensures the accessibility of educational opportunities to all the residents of Lincoln County in fulfillment of the College's mission. |
| 2) | Supports the strong working relationship between Lincoln County School district and the College. |
| 3) | Ensures the opportunity for student leadership and participation in the college academic and co-curricular activities. |
| 4) | Provides support to staff and faculty to ensure that Academic Programs use the results of assessment to improve teaching and learning. |
| 5) | Support the changing needs of the industry and regional employers through Pathways and programs design and review. |
| 6) | Ensures graduates meet industry standards by demonstrated mastery of technical skills and program learning outcomes. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5 <input type="checkbox"/>	4 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>

Notes:

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D. Student Success

- | | |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1) | Fosters an environment in which teaching, learning, and progress toward educational goals lead to student success. |
| 2) | Ensure a strong program of student support including enrollment services, testing, placement, advising, orientation, and financial aid that result in a successful student experience. |
| 3) | Provides for an ongoing evaluation and improvement of educational programs and support services. |
| 4) | Support an inclusive culture that promotes closing the achievement gaps for underserved populations in our community. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5 <input type="checkbox"/>	4 <input type="checkbox"/>	3 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>

Notes:

[illegible]

E. Fiscal Status

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|--------------------------------------------------------------------------------------------------|
| 1) Supervises fiscal operations in accordance with board policy and state/federal laws and rules |
| 2) Ensures that funds are spent wisely, and that adequate control and accounting are maintained. |
| 3) Continued support of the Foundations and it fund raising efforts. |

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5□	4□	3□	2□	1□

Notes:

F. Board Choice #1, 2 and/or 3

Consistently exceeds expectations	Occasionally exceeds expectations	Meets Expectations	Occasionally fails to meet expectations	Consistently fails to meet expectations
5□	4□	3□	2□	1□

Notes:

Signatures: This evaluation was reviewed with me. My signature does not necessarily indicate agreement or approval.

President_____Date_____

Board Chair_____Date_____

Human Resources_____Date_____