



## **BP 2745 Board Self-Evaluation**

*Reference:*

*Accreditation Standard 10.A.5*

The Board is committed to assessing its own performance as a Board in order to identify its strengths and areas in which it may improve its functioning.

To that end, the Board has established the following processes:

1. The Board's self-evaluation forms will be included in the October Board agenda packets.
2. Board members will complete and return the self-evaluation forms to the Board Secretary for tabulation in time for the November Board meeting.
3. Using the results of the tabulation, at the November meeting, the Board will decide which of the items should be considered as topics for the Board Retreat.
4. At the December Board meeting the Board will review the items for any changes or additions prior to the Board Retreat.
5. The Board Retreat is scheduled in January or early February if possible.

A committee of the Board shall be appointed to determine the instrument or process to be used in Board self-evaluation. Any evaluation instrument shall incorporate criteria contained in these Board policies regarding Board operations, as well as criteria defining Board effectiveness promulgated by recognized practitioners in the field.

The process for evaluation shall be recommended to and approved by the Board.

If an instrument is used, all Board members will be asked to complete the evaluation instrument and submit them to CEO.

A summary of the evaluations will be presented and discussed at a Board session scheduled for that purpose. The results will be used to identify accomplishments in the past year and goals for the following year.

No AP

**IMPERIAL COMMUNITY COLLEGE DISTRICT  
BOARD OF TRUSTEES SELF-EVALUATION**

**2011 COMPOSITE REPORT**

Evaluations were turned in by November 28, 2011. All Trustees responded: Rudy Cardenas, Jr., Jerry Hart, Norma Sierra Galindo, Romualdo Medina, Karla Sigmoid, Steve Taylor, and Louis Wong.

Rating Scale:           5 – Excellent                           4 – Above Average                   3 – Average  
                                  2 – Below Average                       1 – Unsatisfactory                   0 – Unknown

ACTIVITY	RATINGS	RESPONSES	COMMENTS
1. The Board operates under an appropriate set of district policies and procedures, which are kept up to date and are consistent with the mission of the district.	5-Excellent	2	
	4-Above Average	4	
	3-Average	1	
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		
2. Members of the Board serving on subcommittees meet established time lines in accomplishing there task assignments and report to the Board.	5-Excellent	2	We generally have no subcommittees. We work as a committee as a whole.  It would behoove the board to establish subcommittees according to the need.
	4-Above Average	1	
	3-Average	3	
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown	1	
3. Board members are punctual to and attend all meetings to conclusion.	5-Excellent	3	
	4-Above Average	4	
	3-Average		
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		
4. The Board reviews agenda materials and is prepared for Board meetings.	5-Excellent	2	Not all board members are prepared and not all board members remember past issues and their stand on them.
	4-Above Average	3	
	3-Average	1	
	2-Below Average	1	
	1-Unsatisfactory		
	0-Unknown		
5. Newly elected Board members are provided with a Board orientation.	5-Excellent	2	We need to continue to have retreats to discuss issues that we are having trouble discussing at board meetings.
	4-Above Average	4	
	3-Average	1	
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		
6. Board meetings include some education or interpretation time, if appropriate.	5-Excellent	3	Several times this year we have had special meetings to discuss redistricting and other issues.
	4-Above Average	3	
	3-Average		
	2-Below Average		
	1-Unsatisfactory	1	
	0-Unknown		

ACTIVITY	RATINGS	RESPONSES	COMMENTS
7. The Board annually reviews and updates goals.	5-Excellent	1	
	4-Above Average	3	
	3-Average	1	
	2-Below Average	1	
	1-Unsatisfactory		
	0-Unknown	1	
8. The Board meets sufficiently often to accomplish all of the business of the district and to afford the public access on important issues on a timely bases.	5-Excellent	4	
	4-Above Average	2	
	3-Average		
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown	1	
9. The Board conducts an annual Board evaluation.	5-Excellent	5	We have conducted annual board evaluations every year for the last 8 years.  This evaluation has more ceremonial meaning than precedence.
	4-Above Average	1	
	3-Average	1	
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		
10. The Board sets guidelines, reviews and monitors the budgetary process.	5-Excellent		
	4-Above Average		
	3-Average		
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		
11. The Board has a formal procedure for appraisal of the CEO, which it implements on a timely basis.	5-Excellent	1	
	4-Above Average	5	
	3-Average		
	2-Below Average	1	
	1-Unsatisfactory		
	0-Unknown		
12. The Board works at developing and maintaining a trustful and mutually beneficial relationship between itself and the CEO.	5-Excellent	4	No improvement is necessary.
	4-Above Average	2	
	3-Average	1	
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		
13. Board discussions are free flowing with full opportunity for participation and respect for divergent opinions of all participants.	5-Excellent	1	Everybody gets a chance to have input during board meetings.  This is an area we need to work to improve.
	4-Above Average	3	
	3-Average	3	
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		

ACTIVITY	RATINGS	RESPONSES	COMMENTS
14. All Board members have equal and adequate opportunity for trustee education and development through participation in approved functions.	5-Excellent	3	Board members should attend the coming years annual trustee meeting because it is going to be in Southern California. I believe it is going to be in San Diego.
	4-Above Average	2	
	3-Average	2	
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		
15. The Board reviews the college mission periodically to ensure that it accurately expresses the purpose of the institution.	5-Excellent	1	
	4-Above Average	3	
	3-Average	1	
	2-Below Average	2	
	1-Unsatisfactory		
	0-Unknown		
16. The Board participates in the development of, and reviews and approves the Long Range Plan in accordance with established guidelines.	5-Excellent	2	The board does NOT have any long-term plans and efforts to even address the issue have fallen on deaf ears.
	4-Above Average	1	
	3-Average	3	
	2-Below Average		
	1-Unsatisfactory	1	
	0-Unknown		
17. The Board reviews and implements established processes for two-way communication with its constituencies.	5-Excellent	2	
	4-Above Average	2	
	3-Average	2	
	2-Below Average	1	
	1-Unsatisfactory		
	0-Unknown		
18. The Board considers issues appropriate to its authority and responsibility.	5-Excellent	2	
	4-Above Average	4	
	3-Average		
	2-Below Average	1	
	1-Unsatisfactory		
	0-Unknown		
19. The Board works to promote and enhance the image of the college in the community.	5-Excellent	3	No improvement is necessary. We were able to have a bond passed.  Until recently, this had not been the case. Upon my urging to "go local" finally the board has accepted the concept of looking at local candidates rather than outside ones. I believe that this is a step in the right direction.
	4-Above Average	2	
	3-Average	1	
	2-Below Average	1	
	1-Unsatisfactory		
	0-Unknown		
20. The Board is involved in legislative matters.	5-Excellent	1	One of our Board members is a member of the CCCT Board which is a good thing. Board member Trustee Hart is very involved in legislative matters as a member of the CCCT Board.  We as a board are not active as we could be.
	4-Above Average	1	
	3-Average	3	
	2-Below Average	2	
	1-Unsatisfactory		
	0-Unknown		

ACTIVITY	RATINGS	RESPONSES	COMMENTS
21. The Board understands that they operate as a unit and not as individuals.	5-Excellent	4	
	4-Above Average	3	
	3-Average		
	2-Below Average		
	1-Unsatisfactory		
	0-Unknown		

# **SUMMARY EVALUATION BY PRESIDENT 2011**

## **Board Evaluation Summary**

**What are the Board's greatest strengths?**

Ethnic diversity, student centered

**What are the major accomplishments of the Board in the past year?**

Negotiations with CTA, Interim Superintendent/President

**What are areas in which the Board could improve?**

Communication, more involvement

**As a Trustee, I am most pleased about:**

Board staff, local person as Interim S/P, team effort, successful negotiations with unions

**As a Trustee, I have concerns about: All of the recommendations that I have contributed in the past five years, with the exception of a few, have fallen on deaf ears simply because they come from me. It makes the effort to be progressive an effort in futility.**

Budget, public perception, lack of resources

**As a Trustee, I would like to see the following changes in how the Board operates:**

Retreats, reduction of administration, understanding of needs, implementation of BoardDocs.

**I recommend that the Board has the following goals for the coming year:**

1. Development plan for the statewide budgetary cuts.
2. Continue to pursue associations with other organizations to insure our students have opportunities to succeed as funds are available to continue programs at the college. (IVUP, P-16, IVROP)
3. Continue pursuing bargaining agreements that are fair and allow district to operate efficiently.
4. Continue with the Facilities Improvements.
5. Visibility and advocacy for our college.