

**EVALUATION OF SUPERINTENDENT/PRESIDENT**

The Superintendent/President will be evaluated annually by the Board of Trustees with input from the faculty, staff and students. Concurrently with the evaluation, the Board shall review the Superintendent/President's contract and goal development.

To assist in the Board evaluation, the Board will seek input from:

- Officers of the Academic Senate, the Guild, and the Classified School Employees Association.
- Officers of the Executive Committee of the Associated Students of GCC.
- Members of the Administrative Cabinet.

In addition to the above, results of the annual Fall College Views: Faculty/Staff Survey Part 1. Governance and Leadership Items: Superintendent/President Items will be used in the evaluation.

In the second year of the Superintendent/President's term and every year thereafter, the recommended schedule for the evaluation will be as follows:

- a. At or before the January board meeting, the Board will review and approve the current job responsibilities of the Superintendent/President as outlined in BP 2415 and the evaluation survey instruments that those providing input to the Board and that the Board Members themselves will use. The evaluation survey instruments and the Superintendent/President's approved job responsibilities also will be sent to those providing input to the Board.
- b. At or before the March board meeting, those providing input to the Board will return their completed evaluation instruments addressed to the President of the Board of Trustees. The Board Members also will receive their individual instruments, the Superintendent/President's approved job description, the Superintendent/President's self-evaluation of progress toward meeting his/her annual goals, a copy of the previous year's evaluation of his/her performance, the five evaluation summary reports (one from each constituent group), and the annual College Views Survey results.
- c. Before the April board meeting, the Board Members will return their completed evaluation instruments to the Board President, who will deliver to the Members of the Board a draft consolidated evaluation report, together with copies of the data received from the other Board Members. The evaluation report shall detail areas of achievement as well as areas that require extra attention.

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Board Policy

- d. At or before the May board meeting, the Board will discuss in Closed Session the draft consolidated evaluation report and then share the evaluation report with the Superintendent/President.
- e. At the May board meeting, the Board will make a decision regarding the extension of the contract of the Superintendent/President.

Reference:

- Accreditation Standard IV.C.3 (2014)

Administrative Regulation: None

Adopted 4/19/10

Revised 9/15/15; 4/21/20

Reviewed 12/02/14; 8/07/17; 1/31/20