

## Northland Pioneer College President's Evaluation

### 1. Northland Pioneer College Governance

#### 1. *Vision, Mission and Value Statements*

1. The President has communicated and promoted the vision, mission and values of Northland Pioneer College in a manner that encourages citizens, students, faculty and staff to become committed to the vision, mission and values.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

#### 2. *District Goals*

1. The President through his/her leadership fosters programs and services which promote the accomplishments of the District's goals.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

#### 3. *Executive Duties and Responsibilities*

##### 1. Treatment of People

The President has promoted conditions that are humane, fair, dignified and non-discriminatory.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

##### 2. Financial Planning

The President has provided leadership in developing and promoting financial planning and budgeting practices during the last fiscal year which have furthered District's goals, priorities and fiscal integrity by showing a generally acceptable level of foresight.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

##### 3. Financial Condition

The President has avoided, during the last fiscal period, fiscal jeopardy and material deviation of actual expenditures from the approved budget.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

##### 4. Communication and Counsel to the Board

The President has kept the Board informed, on a timely and continuous basis, regarding the organization and its interests during the past fiscal year.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

##### 5. Asset Protection

The President has ensured that, during the past fiscal year, assets have been protected and maintained by avoiding unnecessary risks.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

6. Staff Compensation and Benefits

The President has maintained fiscal integrity and public image with respect to employment compensation and benefits by adherence to salary schedules and plans and ensured application of personnel procedures in a consistent manner.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

7. Service Outside the College

The President represents the College on state, national and community associations and organizations to discuss issues of mutual concerns, coordinate activities and/or ensure the College's best interest is being served.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

2. Specific District-wide Policies and Procedures

1. Academic Leadership

1. The extent to which the President fosters appropriate leadership behavior to the Senior Administration and other College administrators.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

2. Personnel Management

1. The President has seen to it that hiring policies and procedures developed are fair, effective and non-discriminatory.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

2. The President has supervised and managed the Senior Administrative team in such a manner as to promote competency and accountability in their ranks.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

3. The President has practiced a supervisory style, along with appropriate administrative structures, that encourages effectiveness.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

4. The President has prudently taken corrective personnel actions with the Senior Administration when appropriate.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

5. The President has promoted the collegial and collaborative relationships with employee groups.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

6. The President has practiced professional behavior which serves as a role model for the wider district/community.

( ) Outstanding=5 ( ) Excellent=4 ( ) Satisfactory=3 ( ) Marginal=2 ( ) Unsatisfactory=1

7. The President has promoted and supported staff and faculty development.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

3. *Facilities Management*

1. The extent to which the President ensures the College keeps physical facilities and the district office in a clean and safe status with a view toward long-term maintenance, replacement and expansion.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

4. *President-Board Relations*

1. The extent to which the President follows Board policies.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

2. The President's written and oral presentations to the Board express substance, clarity and precision.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

3. The President has publicly supported the Board in an appropriate manner.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

4. The President has developed and promoted a trusting relationship with the Board.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

5. *Service to Students*

1. The extent to which the President supports and promotes recruitment of a diverse student population.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

6. *Community Relations*

1. The President has developed and promoted effective working relationships with community groups, including business and industry.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

2. The President has increased community support of college programs.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

3. The President interacts and responds to students, employees and persons from the community in a common-sense, fair, dignified manner, to determine appropriate resolution of issues to maintain positive relations pertaining to relevant community concerns.

Outstanding=5  Excellent=4  Satisfactory=3  Marginal=2  Unsatisfactory=1

4. Please provide comments that can assist the President in improving his/her performance.