The following goals were developed based on discussions of the employee survey and board self-evaluation/assessment of the 2011-2012 board goals discussed at the April 29, 2012 Board Evaluation Workshop. The Board will consider progress on and achievement of these goals as part of the 2012-2013 self-evaluation process.

NEW GOALS

District-wide Goal 1: District Culture

1. The board will hold the chancellor accountable to create a district-wide culture which is characterized by mutual respect and collaboration and which celebrates the uniqueness of each institution. The chancellor will hold the college presidents accountable to create a culture at each college which is characterized by mutual respect and collaboration and which celebrates the uniqueness of each institution.

2. The board will support the chancellor in implementing strategies to increase mutual respect and remove barriers to district-wide collaboration.

District-wide Goal 2: Student Success

3. The board will become more knowledgeable about student success and its role in setting standards for and monitoring student success.

4. The board will develop a greater understanding of the district’s student success initiative and the strategies implemented district-wide to yield positive outcomes for students and improve completion rates.

District-wide Goal 4: Integrated Planning

5. The board will support the chancellor in implementing collaborative initiatives that bring the colleges and district services together to improve student achievement and provide efficient use of resources.

District-wide Goal 5: Decision-Making Processes

6. The board will support efforts to increase transparency in decision-making district-wide.

District-wide Goal 6: Partnerships

7. The board will support efforts to build and maintain partnerships with educational institutions and business/industry to meet educational needs.
Continuation of Board Effectiveness Goals

1. The Board will continue to monitor adherence to the code of ethics policy and to communication protocols and expectations for trustee behavior during board meetings and with college staff and community.

2. The Board will conduct the annual CEO evaluation and setting of priorities and/or goals. The CEO evaluation will take place after the Board self-evaluation so that the Board goals and tasks will inform CEO goals and tasks.

3. The Board will continue the regular self-evaluation process and actively seek input from administrators, faculty and staff.

4. The Board remains committed to listening and considering faculty, staff, and student perspectives and recommendations in local decision-making. It is committed to clarifying its rationale for decisions that may be counter to those recommendations.

5. The Board will continue to seek opportunities to inform administrators, faculty and staff about board roles, limits, responsibilities, accountability to the community, and rationale for decision-making.

6. The Board will continue to be involved early in the collective bargaining process in discussing and setting parameters. All members are expected to maintain confidentiality of closed session discussions related to collective bargaining.

7. The Board is committed to communication approaches and leadership styles that model a culture of mutual respect and collaboration.

8. The Board will continue to strengthen its ability to engage fully in discussions on policy issues and future directions of the district.

9. The Board will develop a process to identify and advocate positions, as appropriate, on key state and federal policy issues affecting the colleges.