

2017 Board of Trustees Evaluation Survey Highlights: Employees

The ratings below are based on the 121 employees who have attended at least one board meeting. See the full report for more detail. In addition, trustees received a report that includes responses from those who have not observed the board in action.

Data on respondents

- 49% were from Saddleback, 37% from IVC, and 14% from District Services
- Length of service ranged from less than a year to more than 20, with 18% indicated 20+ years, 27% indicating 11-19 years, and 30% indicating 6-10 years.
- 36% were administrators, 32% faculty, and 32% classified staff
- 90% were full-time, 10% part-time
- The most “used” places to gain information about the Board are district website (74%), Board highlights and other press releases (87%). Responses to “other” were primarily board meetings.
- 48% attended 1-3 meetings, 17% 4-6, 2% 7-9 and 13% 10 or more. 20% had not attended any meetings (therefore had watched a meeting on TV or video)

Board Effectiveness Criteria

The percentages below are the percent who strongly agree or agree with the statement

1. The Board understands its policy role and differentiates its role from those of the Chancellor, District Services and college employees	3.56 (3.6)
2. The Board’s policies are regularly reviewed and are up-to-date. They effectively guide District Services and college operations.	3.46 (3.47)
3. The Board clearly delegates authority to and supports the Chancellor.	3.61 (3.78)
4. The Board sets clear expectations for and effectively evaluates the Chancellor.	3.31 (3.19)
5. Board members represent the interests and needs of the communities served by the district.	3.53 (3.36)
6. The Board advocates on behalf of the district to local, state, and federal governments.	3.66 (3.58)
7. The Board assures that there is an effective planning process and is appropriately involved in the process.	3.55 (3.27)
8. Board members are knowledgeable about the district’s educational programs and services	3.51 (3.26)

9. Board members understand the budget and fiscal status of the district.	3.46 (3.47)
10. Board decisions assure the fiscal stability and health of the district.	3.45 (3.45)
11. The Board effectively monitors implementation of institutional plans.	3.38 (3.10)
12. The Board respects faculty, staff, and student participation in college and District Services decision making.	3.43 (3.43)
13. Trustees refrain from attempting to manage or direct work or activities of District Services and college employees.	3.37 (3.39)
14. Trustee behavior sets a positive tone for the district.	3.69 (3.7)
15. The Board regularly reviews and adheres to its code of ethics and standards of practice.	3.64 (3.65)
16. Board members maintain confidentiality of privileged information.	3.48 (3.53)
17. Board meeting agendas include sufficient information; the topics reflect board responsibilities and tasks.	3.82 (3.71)
18. Board meetings are conducted in an orderly, respectful manner; sufficient time is provided to explore and resolve key issues.	3.88 (3.84)
19. The Board evaluation process helps the Board enhance its performance.	3.58 (3.35)
20. Board members engage in professional development that enhances their performance as trustees. New Board members have an orientation to their role.	3.58 (3.36)

The following reflects overall themes of the comments:

What are the strengths and accomplishments of the Board?

93 made comments. Themes included:

- Respectful, informed, engaged, actively listen,
- work well together, thoughtful,
- open, dedicated
- keep us informed, ,
- visible at college events, represent community well,
- support the chancellor, sincere, collegial, well-prepared
- Fiscally responsible/conservative, make decision in the best interests of the colleges
- good discussions and questions at meetings, focused on student success.

In what areas might the Board improve?

98 made comments. Themes are:

- Reminded the board to remain neutral,
- do research before reaching conclusions based on what they hear from individual employees, keep confidential information confidential,
- maintain lines of communication through the Chancellor,
- discourage employees from going directly to them with complaints,
- allow the Chancellor and colleges to do their jobs, and
- Improve meetings by shortening oral reports and respecting the consent agenda

A number of commenters identified specific issues they thought the board should address:

- the culture at IVC and between IVC and SC,
- Workday, and
- oversight of HR practices (promotions, salaries, positions, etc.)

What should be Board goals, priorities, and/or tasks for the coming year?

93 made comments. Themes are:

- Hire a new Chancellor and president for SC.
- Look at the increases in the number of management positions.
- Ensure fiscal stability; be open to re-prioritizing services and programs.
- Refrain from micromanaging.
- Work on a more collegial environment at IVC and better relations between the colleges and District Services.
- The comments reflected a wide variety of specific ideas, including employee contracts, facilities, technology, public safety, and many more. The follo