



Palau Community College
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PALAU COMMUNITY COLLEGE ANNUAL BOARD EVALUATION

*Summary Report
2010*

Prepared by:
Institutional Research Office

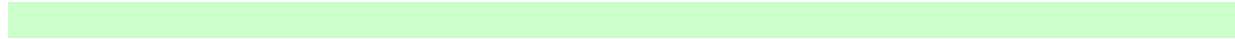


Palau Community College Annual Board Evaluation Result 2010 Board of Trustees Summary

Total Respondents: 5
 Survey Respondents: 5
Response Rate: 100%

	(N)	Yes - True all the time. (3)	Some - At least partially true. (2)	No - Never true. (1)	Item Mean
<u>I. Policies</u>					
a. Board activities are confined to policy, not management issue.	5	100%	0%	0%	3.00
b. All management activities are delegated to the administrator (CEO).	5	100%	0%	0%	3.00
c. The board annually reviews its Protocol Manual.	5	20%	80%	0%	2.20
<u>II. Roles and Responsibilities</u>					
a. Board member are aware of their responsibilities and roles.	5	100%	0%	0%	3.00
b. Board members participate in fund raising activities.	5	80%	20%	0%	2.80
c. Board members make personal financial contributions.	5	60%	40%	0%	2.60
d. Board member talk about the College Positively in public.	5	100%	0%	0%	3.00
e. The Board have regular evaluations of the administrator.	5	80%	20%	0%	2.80
f. Board needs and Instructions are clearly communicated to CEO.	5	100%	0%	0%	3.00
g. Board members have clear understanding of the role of governing board.	5	100%	0%	0%	3.00
h. Board members understand the role of the administrator.	5	100%	0%	0%	3.00
i. Board members avoid conflicts of interests.	5	100%	0%	0%	3.00
j. Board actively encourages creativity and innovation.	5	80%	20%	0%	2.80
<u>III. Planning</u>					
a. Board activities focus on the mission of the college.	5	100%	0%	0%	3.00
b. The Board is involved in the development of the long-range plan.	5	100%	0%	0%	3.00
c. The Board is involved in the development of the annual budget.	5	100%	0%	0%	3.00
d. The Board monitors the efficacy of the college in fulfilling the mission.	5	80%	20%	0%	2.80
e. The Board is appropriately involved in the accreditation process.	5	100%	0%	0%	3.00
f. The Board understands federal and local accountability requirements.	5	80%	20%	0%	2.80
g. The Board understands the financial audits and their recommendations.	5	80%	20%	0%	2.80
h. The Board considers the political ramifications of its decisions.	5	80%	20%	0%	2.80
i. The Board recognizes positive accomplishments of the College.	5	100%	0%	0%	3.00
<u>IV Meeting</u>					
a. Board meetings follow a system of parliamentary procedure.	5	100%	0%	0%	3.00
b. Board meeting stick to the agenda and are businesslike.	5	100%	0%	0%	3.00
c. Board meeting start on the time and end on time.	5	100%	0%	0%	3.00
d. All official board meetings include the administrator.	5	100%	0%	0%	3.00
e. Board members arrive on time for meetings.	5	100%	0%	0%	3.00
f. Board meetings are not too long.	5	80%	20%	0%	2.80

**Palau Community College Annual Board Evaluation Result
2010 Board of Trustees Summary**



	(N)	Yes	Some	No	Item Mean
		- True all the time.	- At least partially true.	- Never true.	
<u>'cont IV. Meetings</u>		(3)	(2)	(1)	
g. Board meetings participate in discussion during meetings.	5	100%	0%	0%	3.00
h. Board member prepare before the meetings.	5	100%	0%	0%	3.00
i. Once a decision is made, members cease debate and uphold decision.	5	100%	0%	0%	3.00
j. The Board maintains confidentiality of privileged information.	5	100%	0%	0%	3.00

V. Board Development

a. The Board hold yearly evaluations of the performance of the Board.	5	100%	0%	0%	3.00
b. The Board members do yearly self-evaluations.	5	100%	0%	0%	3.00
c. Board members participate in professional development programs.	5	100%	0%	0%	3.00
d. The Board strive to become increasingly effective.	5	100%	0%	0%	3.00
e. New Board member receive proper orientation.	5	100%	0%	0%	3.00
f. Sufficient resources are all allocated for professional development.	5	80%	20%	0%	2.80
g. Board members are up-to-date on community college issues.	5	100%	0%	0%	3.00

VI. Board-Administration (CEO) Relations

a. The Board and CEO have positive, cooperative relationship.	5	100%	0%	0%	3.00
b. A climate of mutual trust and respect exists between Board and CEO.	5	100%	0%	0%	3.00
c. The Board sets clear expectation for CEO.	5	100%	0%	0%	3.00
d. The Board provides a high level of support to the CEO.	5	100%	0%	0%	3.00
e. The Board maintains an open communication with the CEO.	5	100%	0%	0%	3.00
f. The Board effectively evaluate the CEO.	5	100%	0%	0%	3.00
g. The Board respect the role of the CEO as the link between Board and Staff.	5	100%	0%	0%	3.00
h. The Board encourages the professional growth of the CEO.	5	100%	0%	0%	3.00

Suggestions/Expectations (Verbatim Responses):

1. As a Trustee, I am most pleased about:

1. Great relationships among the Board members and support the college president in all the college program and activities.
2. How each and every member of the board, the college's president and his staff all try to work together for the better success of the college.
3. Overall performance is good
4. Spirit of cooperation, respect and trust among the members as well between the Board and the CEO.

2. As a Trustee, I have concerns about:

1. Accreditation warning and wish and hope to meet the necessary requirements and so that we'll address all recommendations.
2. The warning "we" received from the Accrediting Commission and why so many students go on probation and what can be done about it.
3. For receiving the warning status as a result of the college accreditation for the first time.
But I'm confident that the college will do its best to fulfill the requirements needed to be in good standing.

Palau Community College Annual Board Evaluation Result 2010 Board of Trustees Summary

'cont. Suggestions/Expectations (Verbatim Responses):

3. As a Trustee, I would like to see the following changes in how the board operates.

1. So far, the Board is doing fine to fulfill its duties, so no recommended changes for now.

4. I recommended that the Board adopt the following goals for the coming year.

1. To place our palauan graduates with jobs in Palau. This will have the effect of reducing our dependency on foreign workers and some time reduce unemployment. This may require in our minimum wage law.
2. Continuing to strive for the college success in the best interest of the students of the college.
3. Conduct the Annual Board Retreat to include such *i.e. Duties/Responsibilities, College Long Range Plan, Actively involved in committee membership work with college counterparts to ensure programs/functions etc. are running smoothly and in line with required standards.*

Figure 1. PCC Annual Board Evaluation.

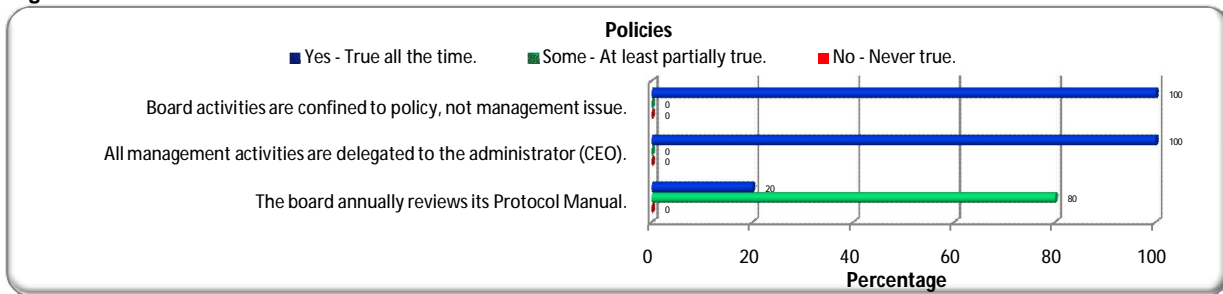
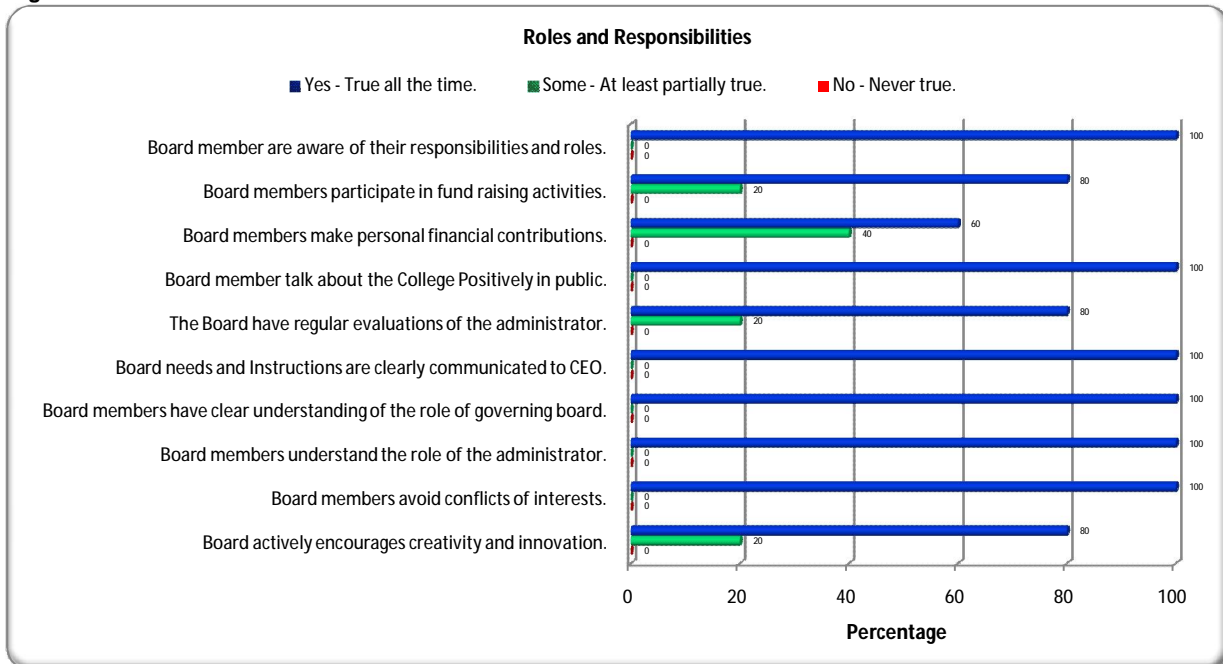


Figure 2. PCC Annual Board Evaluation.



Palau Community College Annual Board Evaluation Result 2010 Board of Trustees Summary

Figure 3. PCC Annual Board Evaluation.

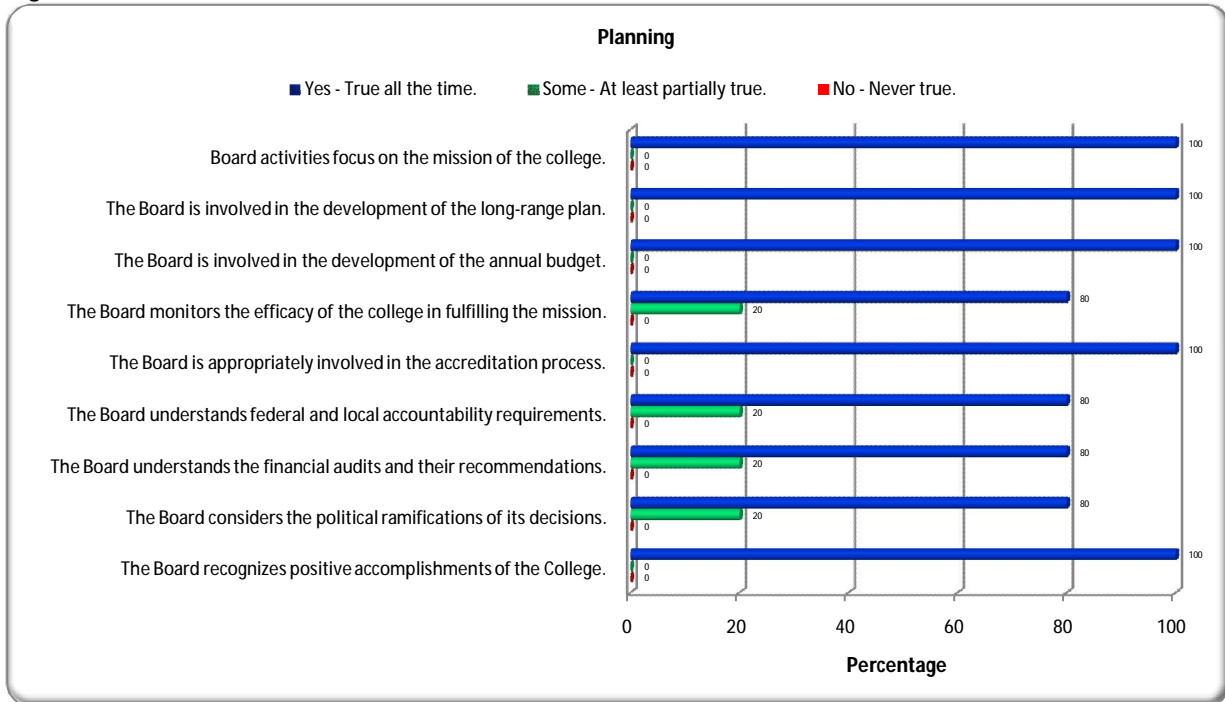
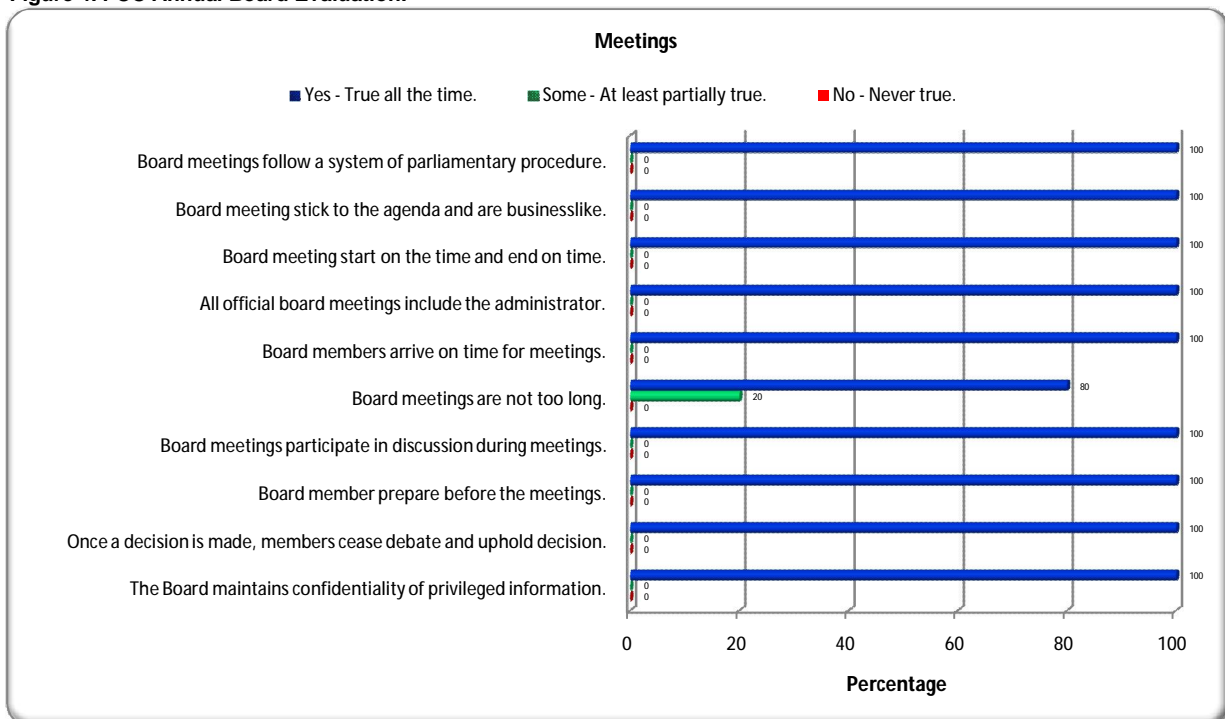


Figure 4. PCC Annual Board Evaluation.



Palau Community College Annual Board Evaluation Result 2010 Board of Trustees Summary

Figure 5. PCC Annual Board Evaluation.

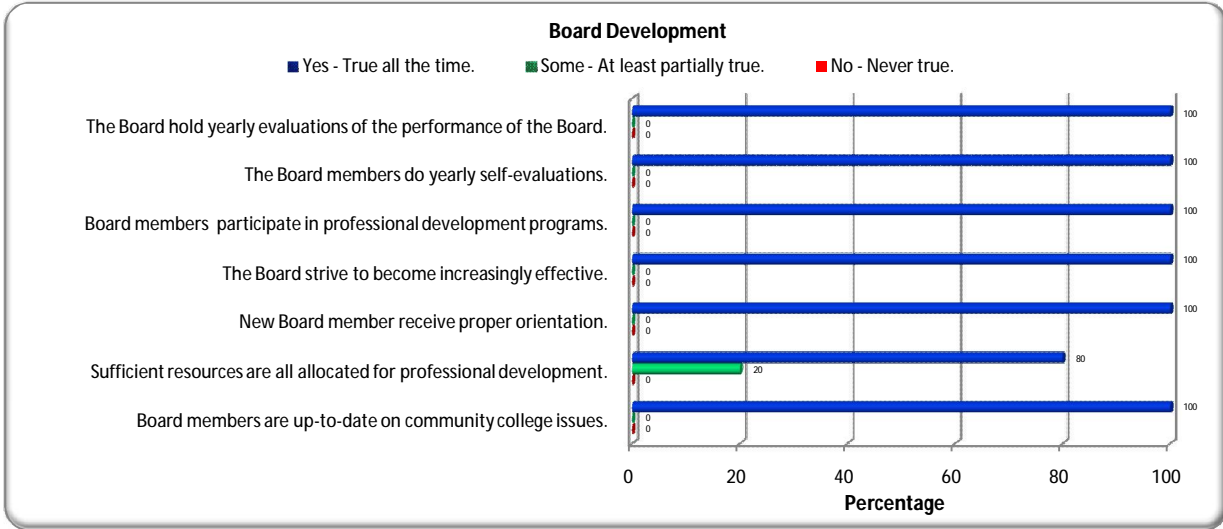
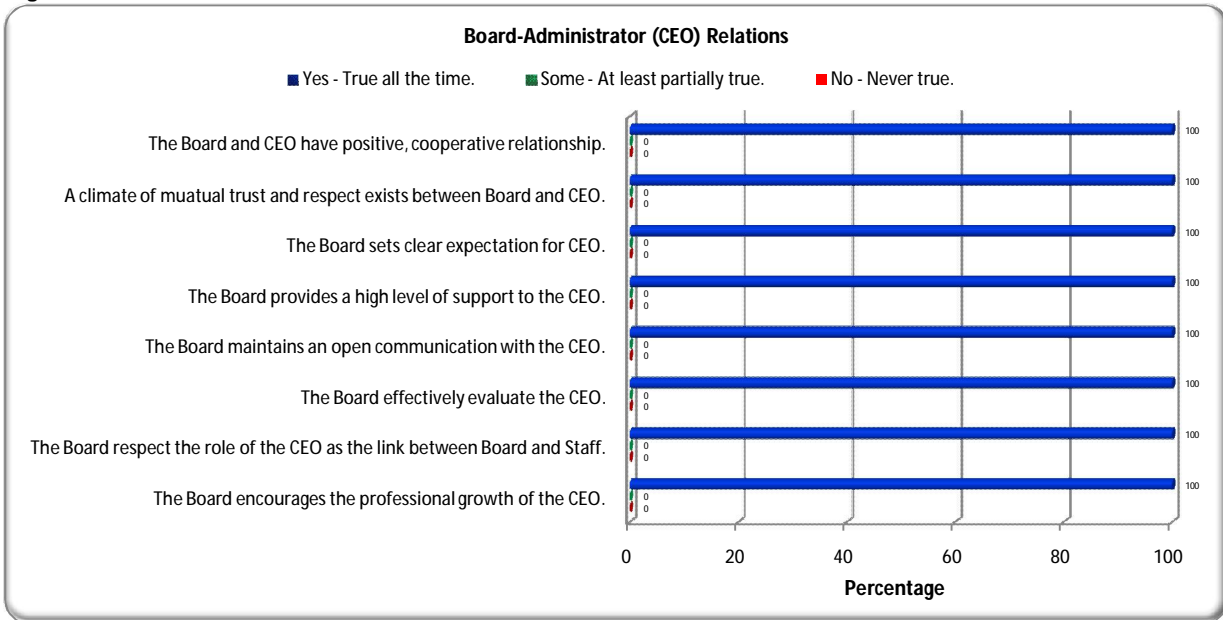
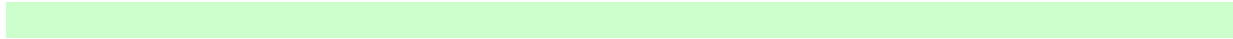


Figure 6. PCC Annual Board Evaluation.



PCC Presidents' Performance Evaluation Result
2010 Board of Trustees Summary



<u>I. Relationship with the Board</u>	(N)	President does well. (2)	Improvement is necessary. (1)	Item Mean
a. Keeps Board informed of organization activities, progress and problems.	4	100%	0%	2.00
b. Is receptive to Board member ideas and suggestions.	4	100%	0%	2.00
c. Makes sound recommendations for Board action.	4	100%	0%	2.00
d. Facilitates the decision-making process for the Board.	4	100%	0%	2.00
e. Accepts Board criticism as constructive suggestion for improvement.	4	100%	0%	2.00
f. Give constructive criticism in a friendly, firm and positive way.	4	100%	0%	2.00
g. Follow up on all problems and issues brought to his or her attention.	4	75%	25%	1.75

Suggestions/Expectations (Verbatim Responses):

1. All his responsibilities with the Board are all excellently done. Get along so well with all the Board members. Not a single problem. His skills and abilities are excellent, all his work so donely well, clear report, so planly well, and excellent job.
2. Excellent

II. Management Skills and Abilities.

a. Maintains a smooth-running administrative office.	4	100%	0%	2.00
b. Prepares all necessary reports and keeps accurate records.	4	50%	50%	1.50
c. Speaks and writes clearly.	4	100%	0%	2.00
d. Proposes organizational goals and keeps accurate records.	4	100%	0%	2.00
e. Plans well in advance.	4	100%	0%	2.00
f. Is progressive in attitude and action.	4	100%	0%	2.00
g. Adequately follows through on set plans.	4	100%	0%	2.00

Suggestions/Expectations (Verbatim Responses):

1. Excellent

III. Services to People Served

a. Understands and stays current with the needs of the people served.	4	100%	0%	2.00
b. Focuses all activities on serving people's needs.	4	100%	0%	2.00
c. Accepts criticism from the people served and responds appropriately.	4	100%	0%	2.00

Suggestions/Expectations (Verbatim Responses):

1. His doing exceptionally well.
2. He serve people in the community so well, attend activities and PCC is a great help to the people of Palau. His an excellent President of the this college. He exceeds expectations.
3. President of the college is doing excellent job.

PCC Presidents' Performance Evaluation Result 2010 Board of Trustees Summary

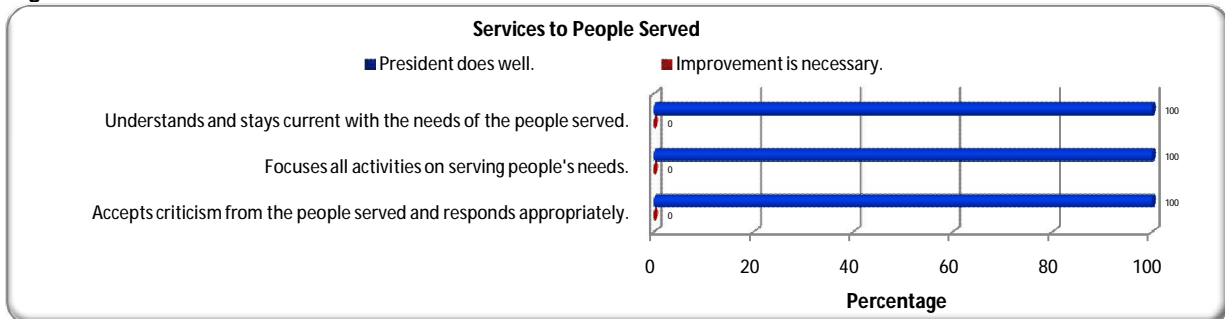
Figure 1. PCC Presidents' Performance Evaluation.



Figure 2. PCC Presidents' Performance Evaluation.



Figure 3. PCC Presidents' Performance Evaluation.



PCC Professional Growth Plan for Board Members Result 2010 Board of Trustees Summary

I. This evaluation is for:

	(N)	Myself	Colleague	Blank
PCC Board of Trustees	4	0%	25%	75%

II. Performance Level

	(N)	Exceeds Expectations (3)	Meets Expectations (2)	Needs Improvement (1)	Item Mean
a. Prepares adequately for meetings.	4	25%	75%	0%	2.25
b. Participates in meetings.	4	25%	75%	0%	2.25
c. Works cooperatively with administrator.	4	25%	75%	0%	2.25
d. Is able to make unpopular decision when necessary.	4	25%	50%	25%	2.00
e. Supports majority decisions.	4	50%	50%	0%	2.50
f. Expresses willingness to make changes in the organization.	4	25%	75%	0%	2.25
g. Attends meetings regularly.	4	25%	75%	0%	2.25
h. Listens to all sides before making a decision.	4	50%	50%	0%	2.50
i. Respects those who differ in opinion.	4	50%	50%	0%	2.50
j. Accepts constructive criticism.	4	50%	25%	25%	2.25
k. Remains calm under pressure.	4	25%	50%	25%	2.00
l. Ask questions and expresses opinions to other Board members.	4	25%	75%	0%	2.25
m. Ask questions and expresses opinions to Administrators.	4	25%	75%	0%	2.25

Figure 1. PCC Professional Growth Plan for Board Members.

