

**Palau Community College Annual Board Evaluation Result**  
**2012 Board of Trustees Summary**



	(N)	Yes - True all the time. (3)	Some - At least partially true. (2)	No - Never true. (1)	Item Mean
<b><u>I. Policies</u></b>					
a. Board activities are confined to policy, not management issue.	4	100%	0%	0%	3.00
b. All management activities are delegated to the administrator (CEO).	4	25%	75%	0%	2.25
c. The board annually reviews its Protocol Manual.	4	25%	75%	0%	2.25
<b><u>II. Roles and Responsibilities</u></b>					
a. Board member are aware of their responsibilities and roles.	4	100%	0%	0%	3.00
b. Board members participate in fund raising activities.	4	100%	0%	0%	3.00
c. Board members make personal financial contributions.	4	75%	25%	0%	2.75
d. Board member talk about the College Positively in public.	4	100%	0%	0%	3.00
e. The Board have regular evaluations of the administrator.	4	75%	25%	0%	2.75
f. Board needs and Instructions are clearly communicated to CEO.	4	50%	50%	0%	2.50
g. Board members have clear understanding of the role of governing board.	4	100%	0%	0%	3.00
h. Board members understand the role of the administrator.	4	100%	0%	0%	3.00
i. Board members avoid conflicts of interests.	4	50%	50%	0%	2.50
j. Board actively encourages creativity and innovation.	4	75%	25%	0%	2.75
<b><u>III. Planning</u></b>					
a. Board activities focus on the mission of the college.	4	75%	25%	0%	2.75
b. The Board is involved in the development of the long-range plan.	4	75%	25%	0%	2.75
c. The Board is involved in the development of the annual budget.	4	75%	25%	0%	2.75
d. The Board monitors the efficacy of the college in fulfilling the mission.	4	75%	25%	0%	2.75
e. The Board is appropriately involved in the accreditation process.	4	100%	0%	0%	3.00
f. The Board understands federal and local accountability requirements.	4	100%	0%	0%	3.00
g. The Board understands the financial audits and their recommendations.	4	100%	0%	0%	3.00
h. The Board considers the political ramifications of its decisions.	4	75%	25%	0%	2.75
i. The Board recognizes positive accomplishments of the College.	4	100%	0%	0%	3.00
<b><u>IV Meeting</u></b>					
a. Board meetings follow a system of parliamentary procedure.	4	100%	0%	0%	3.00
b. Board meeting stick to the agenda and are businesslike.	4	75%	25%	0%	2.75
c. Board meeting start on the time and end on time.	4	75%	25%	0%	2.75
d. All official board meetings include the administrator.	4	100%	0%	0%	3.00
e. Board members arrive on time for meetings.	4	75%	25%	0%	2.75
f. Board meetings are not too long.	4	100%	0%	0%	3.00

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<b><u>'cont IV. Meetings</u></b>					
g. Board meetings participate in discussion during meetings.	4	75%	25%	0%	2.75
h. Board member prepare before the meetings.	4	75%	25%	0%	2.75
i. Once a decision is made, members cease debate and uphold decision.	4	100%	0%	0%	3.00
j. The Board maintains confidentiality of privileged information.	4	100%	0%	0%	3.00

**V. Board Development**

a. The Board hold yearly evaluations of the performance of the Board.	4	100%	0%	0%	3.00
b. The Board members do yearly self-evaluations.	4	100%	0%	0%	3.00
c. Board members participate in professional development programs.	4	100%	0%	0%	3.00
d. The Board strive to become increasingly effective.	4	100%	0%	0%	3.00
e. New Board member receive proper orientation.	4	100%	0%	0%	3.00
f. Sufficient resources are all allocated for professional development.	4	75%	25%	0%	2.75
g. Board members are up-to-date on community college issues.	4	75%	25%	0%	2.75

**VI. Board-Administration (CEO) Relations**

a. The Board and CEO have positive, cooperative relationship.	4	100%	0%	0%	3.00
b. A climate of mutual trust and respect exists between Board and CEO.	4	75%	25%	0%	2.75
c. The Board sets clear expectation for CEO.	4	100%	0%	0%	3.00
d. The Board provides a high level of support to the CEO.	4	100%	0%	0%	3.00
e. The Board maintains an open communication with the CEO.	4	100%	0%	0%	3.00
f. The Board effectively evaluate the CEO.	4	100%	0%	0%	3.00
g. The Board respect the role of the CEO as the link between Board and Staff.	4	100%	0%	0%	3.00
h. The Board encourages the professional growth of the CEO.		100%	0%	0%	3.00

**Open Ended Question**

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

1. President Tellei's dedication & effort.
2. The Presidents' activities in relation to other Higher Ed Institutions, and relevant issue effecting the college
3. How the College is run by President Patrick Tellei -> Excellent Job!

2. As a Trustee, I have concerns about:

1. The New make up of BOT - need stability maintained.

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### 'cont. Suggestions/Expectations (Verbatim Responses):

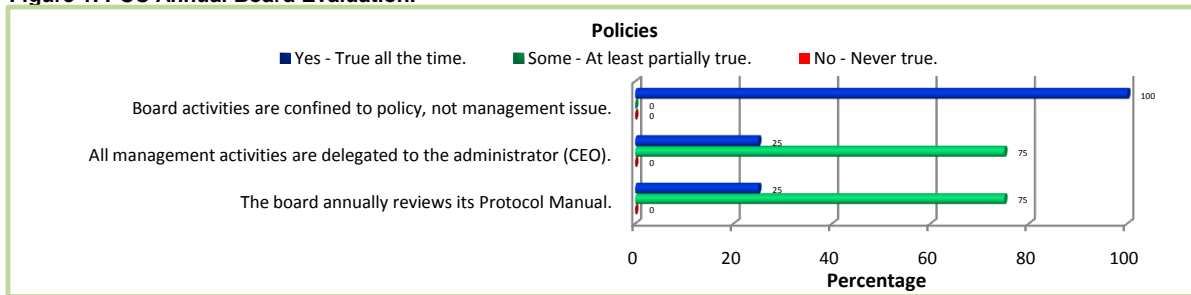
3. As a Trustee, I would like to see the following changes in how the board operates.

1. I would want the board to discuss issues/complications of students that usually can't be resolved w/ school staff..  
in example: school mistakes!

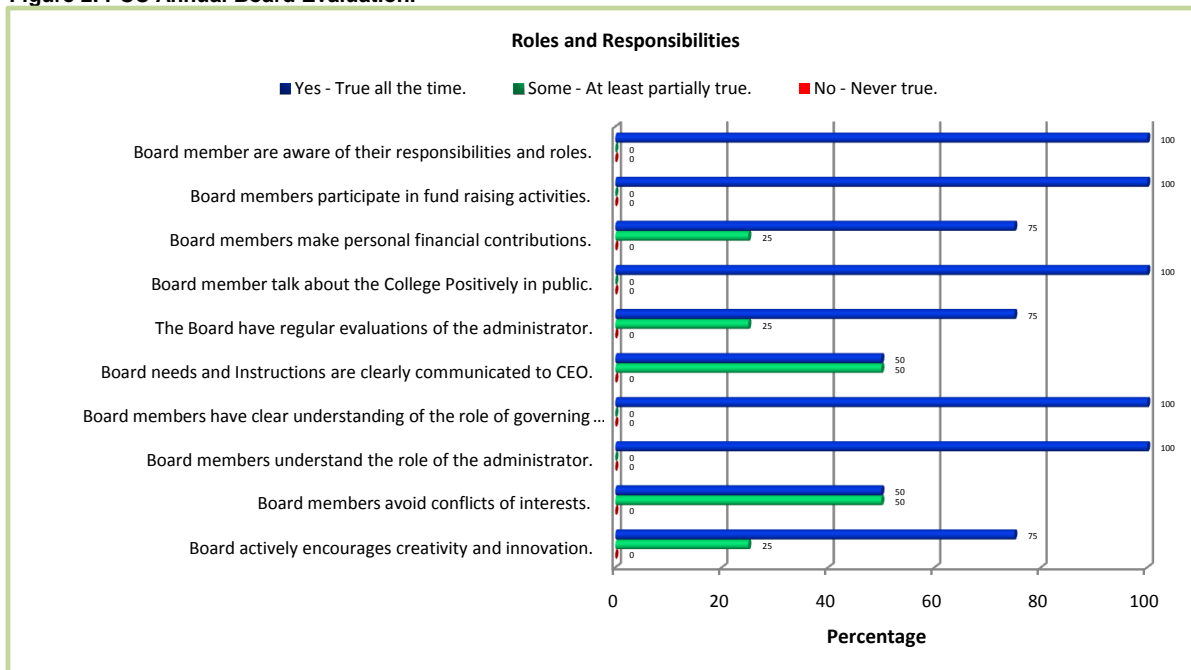
4. I recommended that the Board adopt the following goals for the coming year.

1. Evaluate the entire staff of PCC yearly and to focus that it is not about making profit, it is about each students success.
2. To have a "retreat" - time together to plan, pray for the college

**Figure 1. PCC Annual Board Evaluation.**

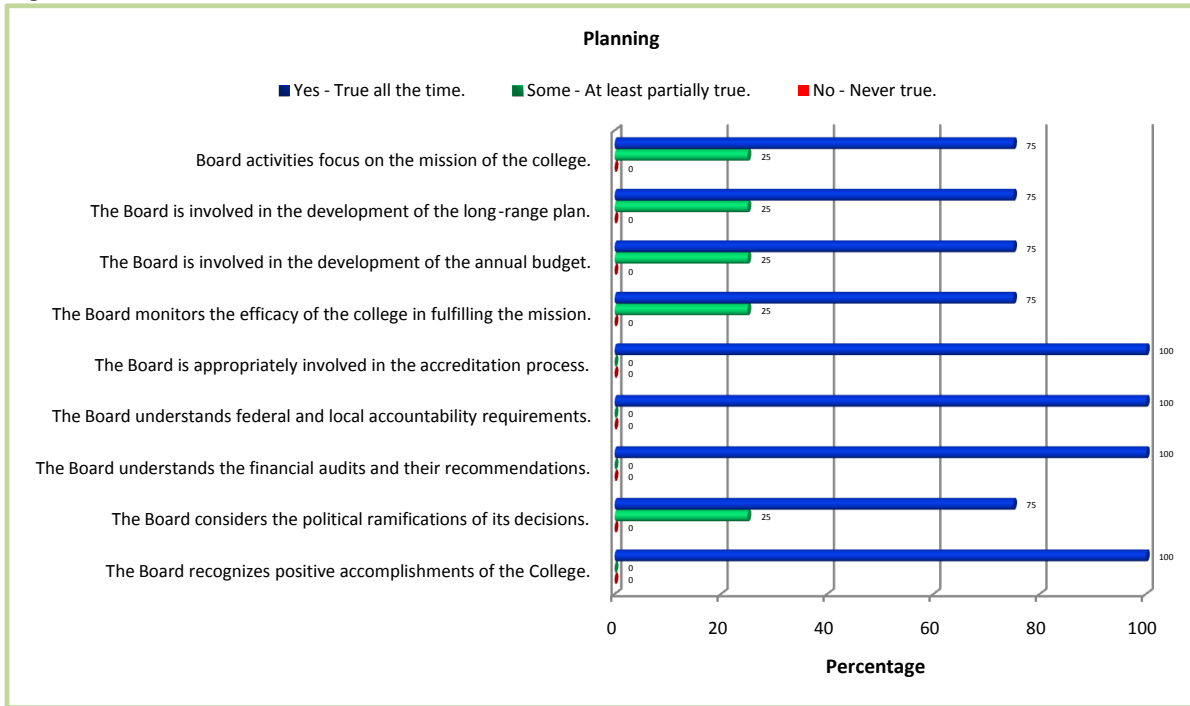


**Figure 2. PCC Annual Board Evaluation.**

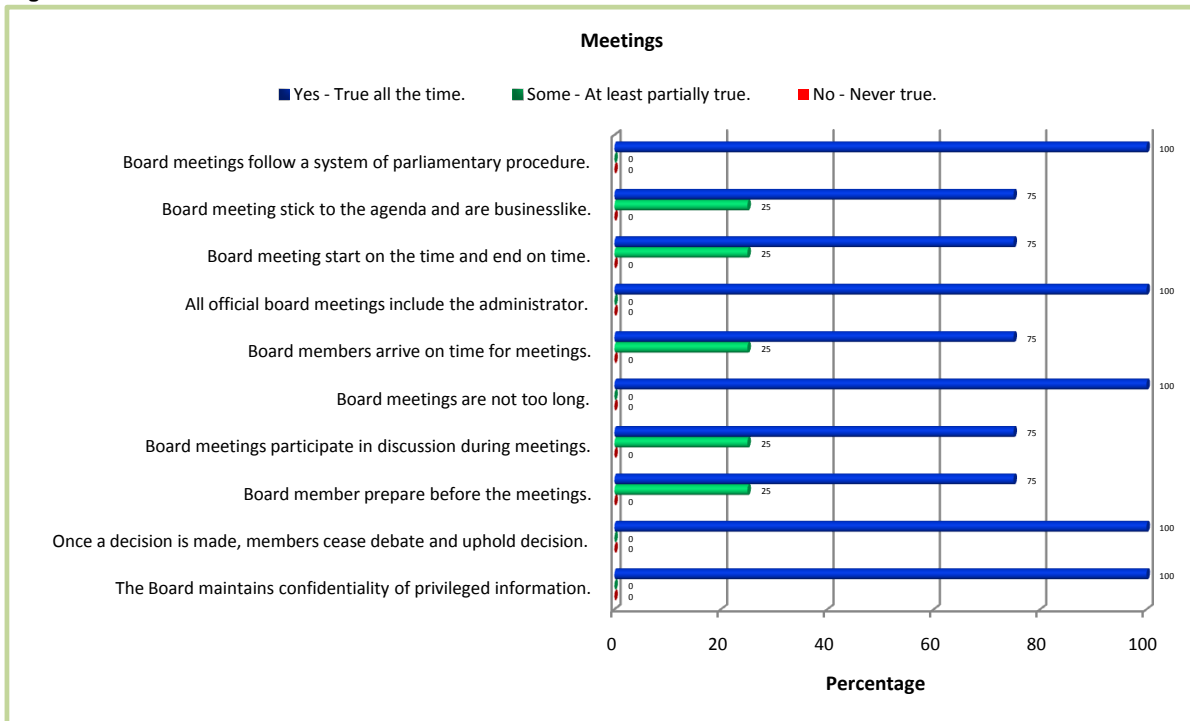


## Palau Community College Annual Board Evaluation Result 2012 Board of Trustees Summary

**Figure 3. PCC Annual Board Evaluation.**

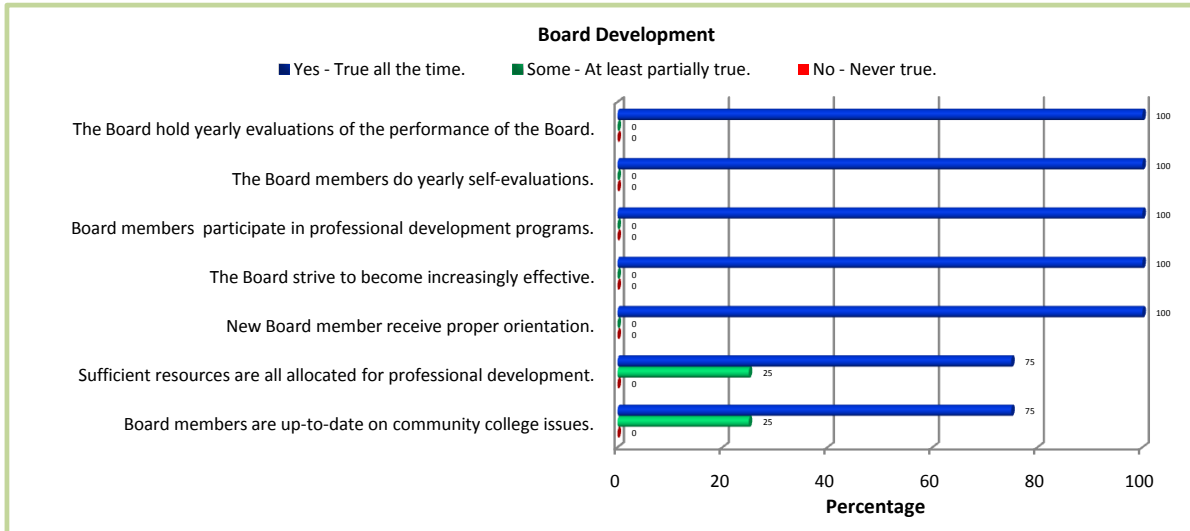


**Figure 4. PCC Annual Board Evaluation.**

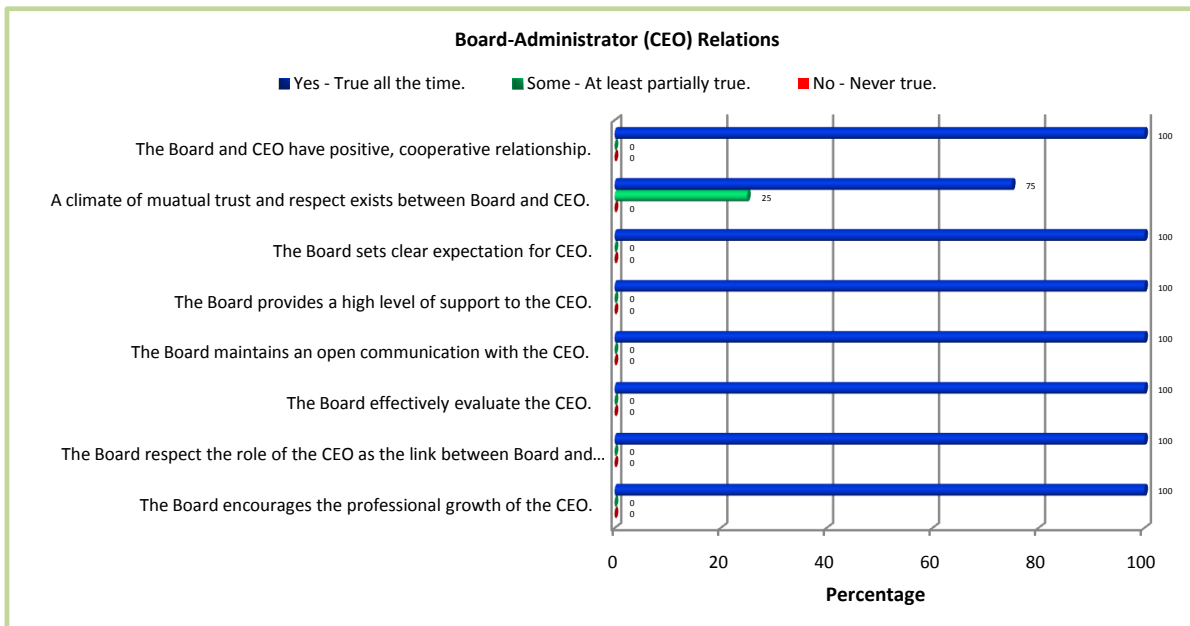


## Palau Community College Annual Board Evaluation Result 2012 Board of Trustees Summary

**Figure 5. PCC Annual Board Evaluation.**



**Figure 6. PCC Annual Board Evaluation.**



**PCC Presidents' Performance Evaluation Result**  
**2012 Board of Trustees Summary**



	(N)	President	Improvement	Item Mean
		does well.	is necessary.	
	(2)	(1)		
<b><u>I. Relationship with the Board</u></b>				
a. Keeps Board informed of organization activities, progress and problems.	4	75%	25%	1.75
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	100%	0%	2.00

**Comments:**

1. Keeps us well informed.

**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	100%	0%	2.00
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	0%	0%	2.00

**Comments:**

1. Meticulous - excellent.

**III. Services to People Served**

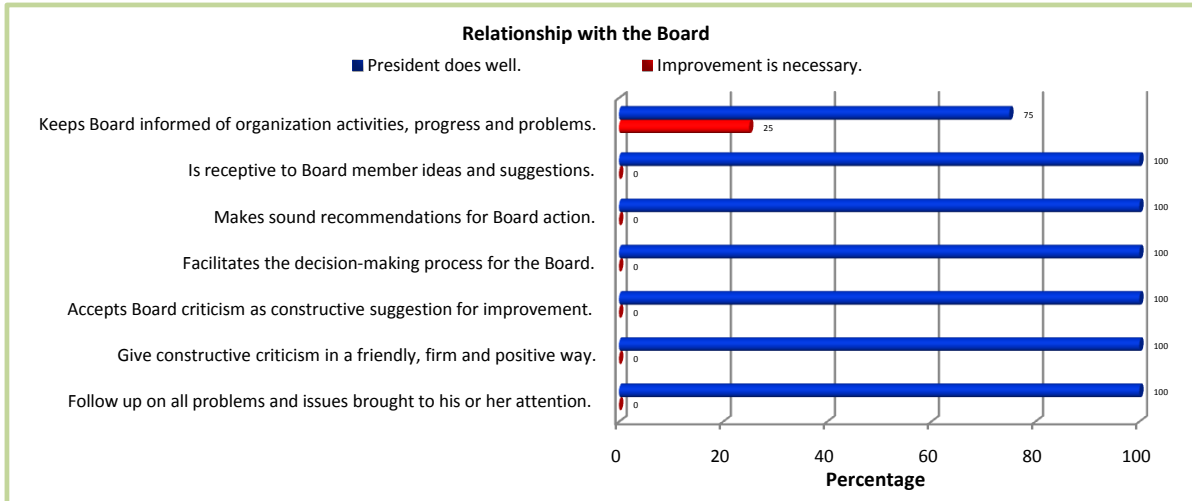
a. Understands and stays current with the needs of the people served.	4	100%	0%	2.00
b. Focuses all activities on serving people's needs.	4	100%	0%	2.00
c. Accepts criticism from the people served and responds appropriately.	4	0%	0%	2.00

**Comments:**

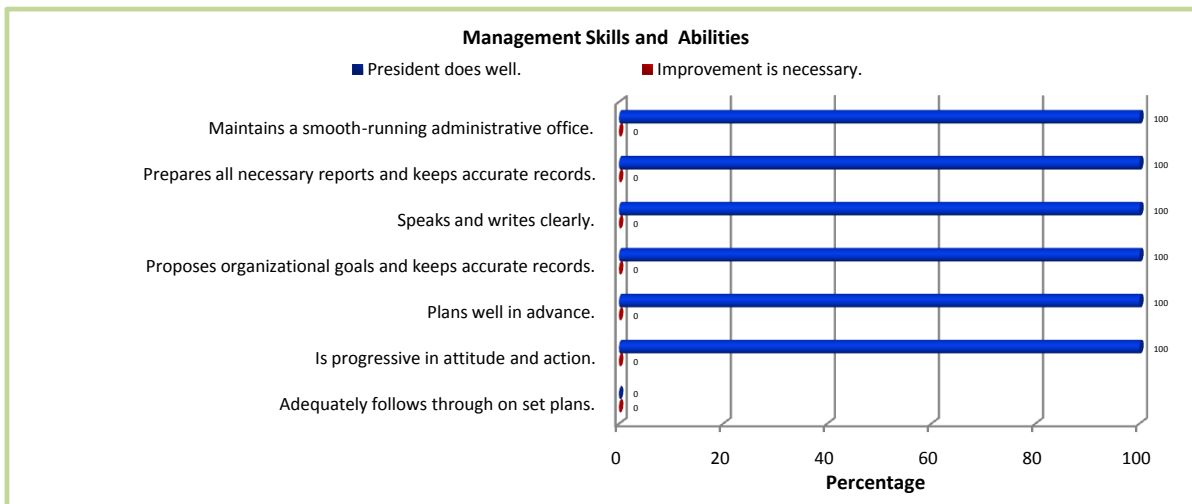
1. Does well!

## PCC Presidents' Performance Evaluation Result 2012 Board of Trustees Summary

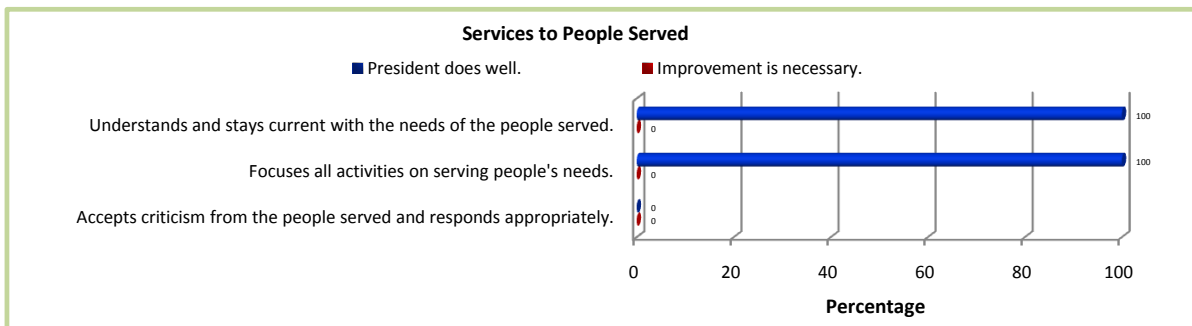
**Figure 1. PCC Presidents' Performance Evaluation.**



**Figure 2. PCC Presidents' Performance Evaluation.**



**Figure 3. PCC Presidents' Performance Evaluation.**



## PCC Professional Growth Plan for Board Members Result 2012 Board of Trustees Summary

### I. This evaluation is for:

(N)	Myself	Colleague	Blank
4	4 (100%)		

### II. Performance Level

	(N)	Exceeds Expectations (3)	Meets Expectations (2)	Needs Improvement (1)	Item Mean
a. Prepares adequately for meetings.	4	50%	50%	0%	2.50
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	0%	100%	0%	2.00
e. Supports majority decisions.	4	25%	75%	0%	2.25
f. Expresses willingness to make changes in the organization.	4	50%	50%	0%	2.50
g. Attends meetings regularly.	4	50%	50%	0%	2.50
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	75%	25%	0%	2.75
k. Remains calm under pressure.	4	50%	50%	0%	2.50
l. Ask questions and expresses opinions to other Board members.	4	50%	25%	25%	2.25
m. Ask questions and expresses opinions to Administrators.	4	50%	25%	25%	2.25

**Figure 1. PCC Professional Growth Plan for Board Members.**

