

PALAU COMMUNITY COLLEGE ANNUAL BOARD EVALUATION RESULT
2014 BOARD OF TRUSTEES SUMMARY

	(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.	4	100%	0%	0%	3.00
b. All management activities are delegated to the administrator (CEO).	4	100%	0%	0%	3.00
c. The board annually reviews its Protocol Manual.	4	25%	75%	0%	2.25
<u>II. Roles and Responsibilities</u>					
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	100%	0%	0%	3.00
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	100%	0%	0%	3.00
f. Board needs and Instructions are clearly communicated to CEO.	4	100%	0%	0%	3.00
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.	3	100%	0%	0%	3.00
i. Board members avoid conflicts of interests.	4	75%	25%	0%	2.75
j. Board actively encourages creativity and innovation.	4	100%	0%	0%	3.00
<u>III. Planning</u>					
a. Board activities focus on the mission of the college.	4	100%	0%	0%	3.00
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	100%	0%	0%	3.00
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	25%	75%	0%	2.25
i. The Board recognizes positive accomplishments of the College.	4	100%	0%	0%	3.00
<u>IV Meeting</u>					
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	100%	0%	0%	3.00
c. Board meeting start on the time and end on time.	4	100%	0%	0%	3.00
d. All official board meetings include the administrator.	4	100%	0%	0%	3.00
e. Board members arrive on time for meetings.	4	25%	75%	0%	2.25
f. Board meetings are not too long.	4	0%	100%	0%	2.00

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'cont IV. Meetings					
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	75%	25%	0%	2.75
j. The Board maintains confidentiality of privileged information.	4	50%	50%	0%	2.50

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	50%	50%	0%	2.50
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	75%	25%	0%	2.75
b. A climate of mutual trust and respect exists between Board and CEO.	4	50%	50%	0%	2.50
c. The Board sets clear expectation for CEO.	4	75%	25%	0%	2.75
d. The Board provides a high level of support to the CEO.	4	75%	25%	0%	2.75
e. The Board maintains an open communication with the CEO.	4	75%	25%	0%	2.75
f. The Board effectively evaluate the CEO.	4	75%	25%	0%	2.75
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.	4	100%	0%	0%	3.00

Open Ended Question

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

2. As a Trustee, I have concerns about:

Board discussing college issues to political leaders

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

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

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Figure 1. PCC Annual Board Evaluation.

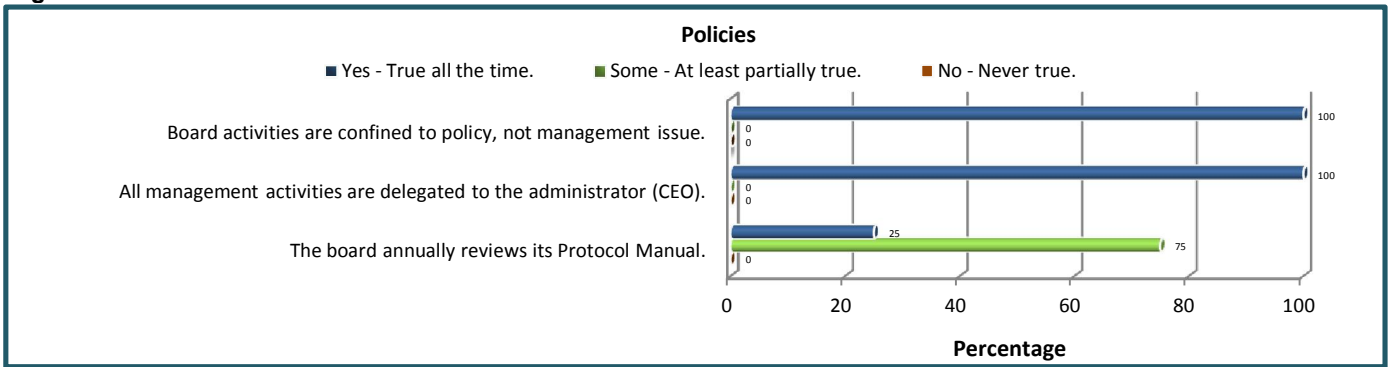
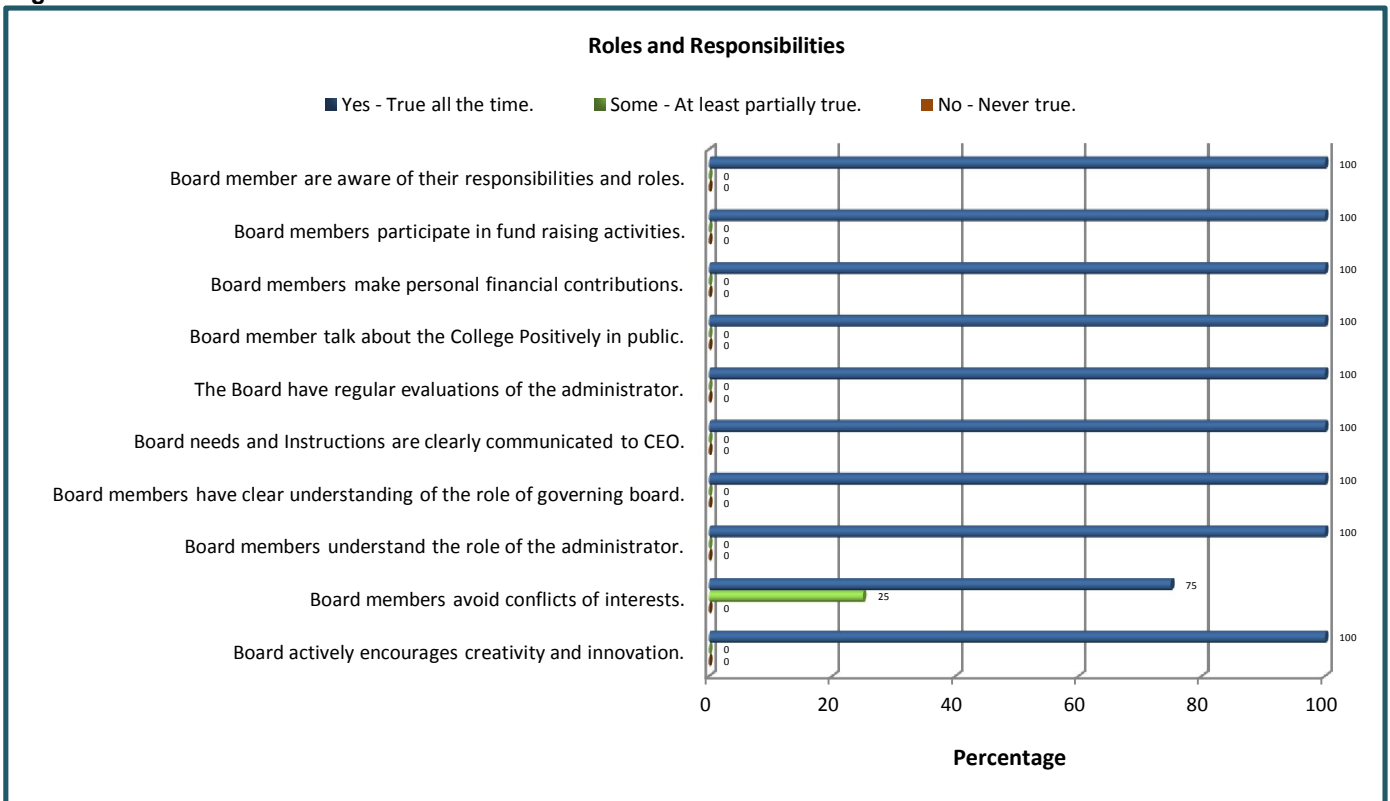


Figure 2. PCC Annual Board Evaluation.



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Figure 3. PCC Annual Board Evaluation.

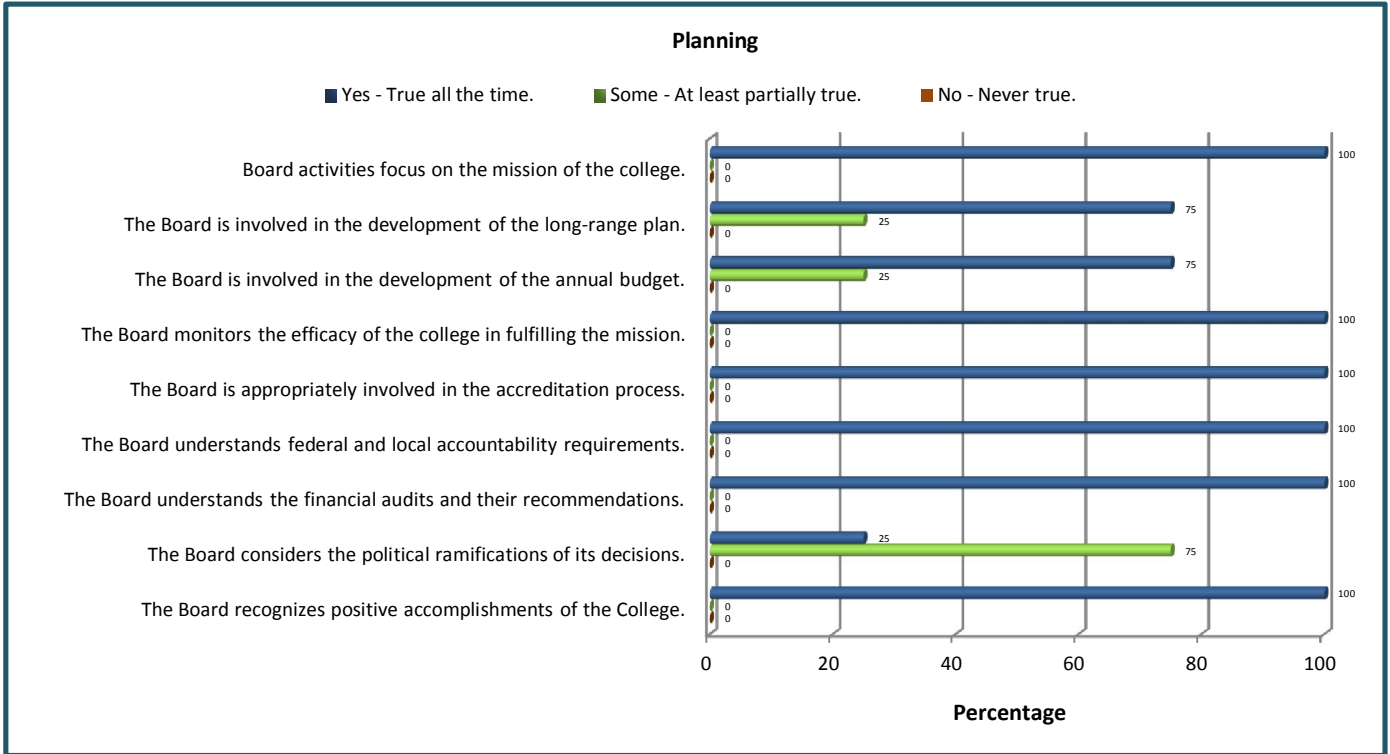
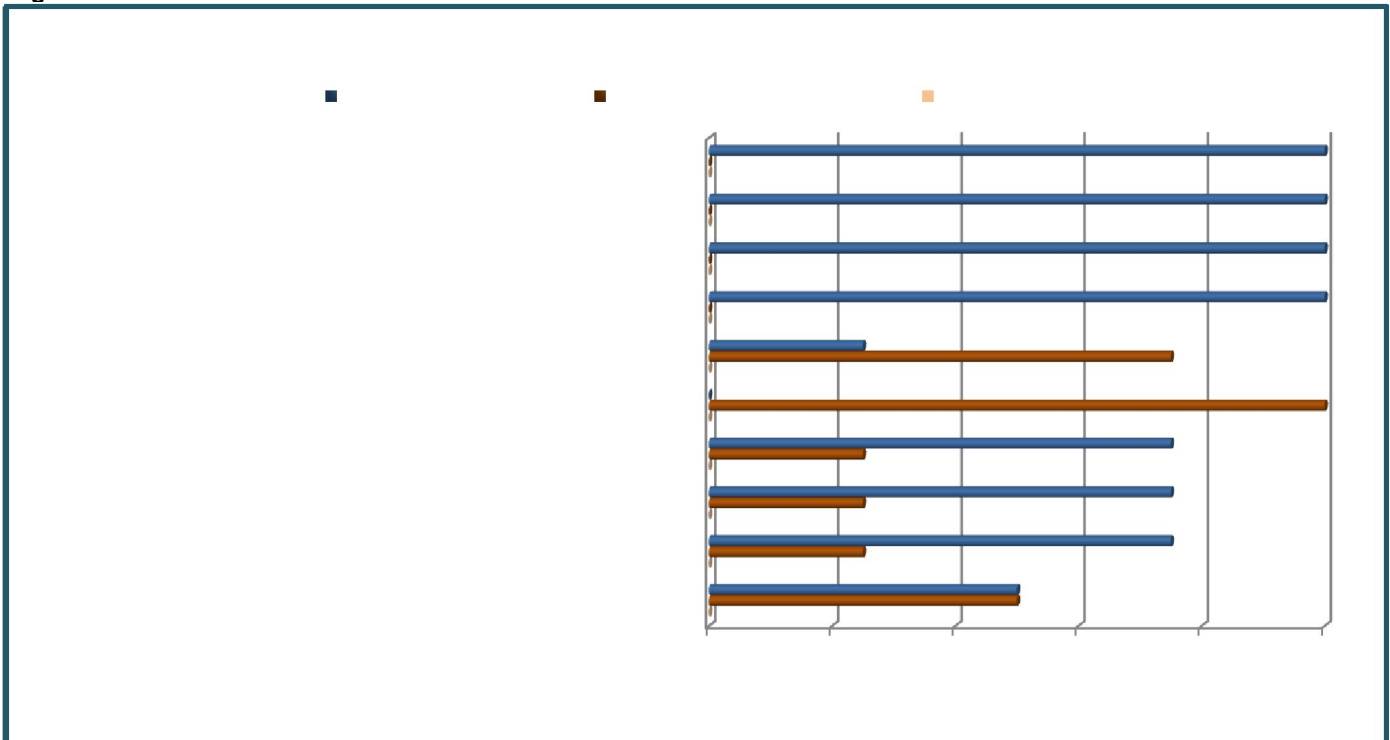


Figure 4. PCC Annual Board Evaluation.



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Figure 5. PCC Annual Board Evaluation.

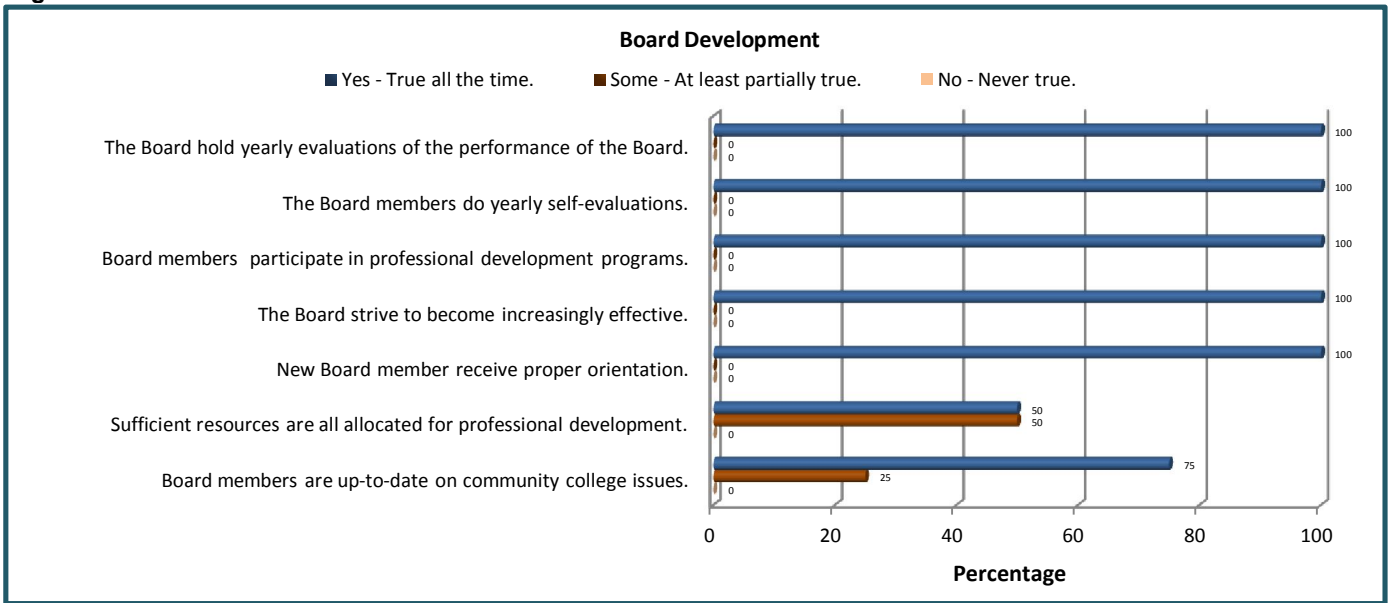
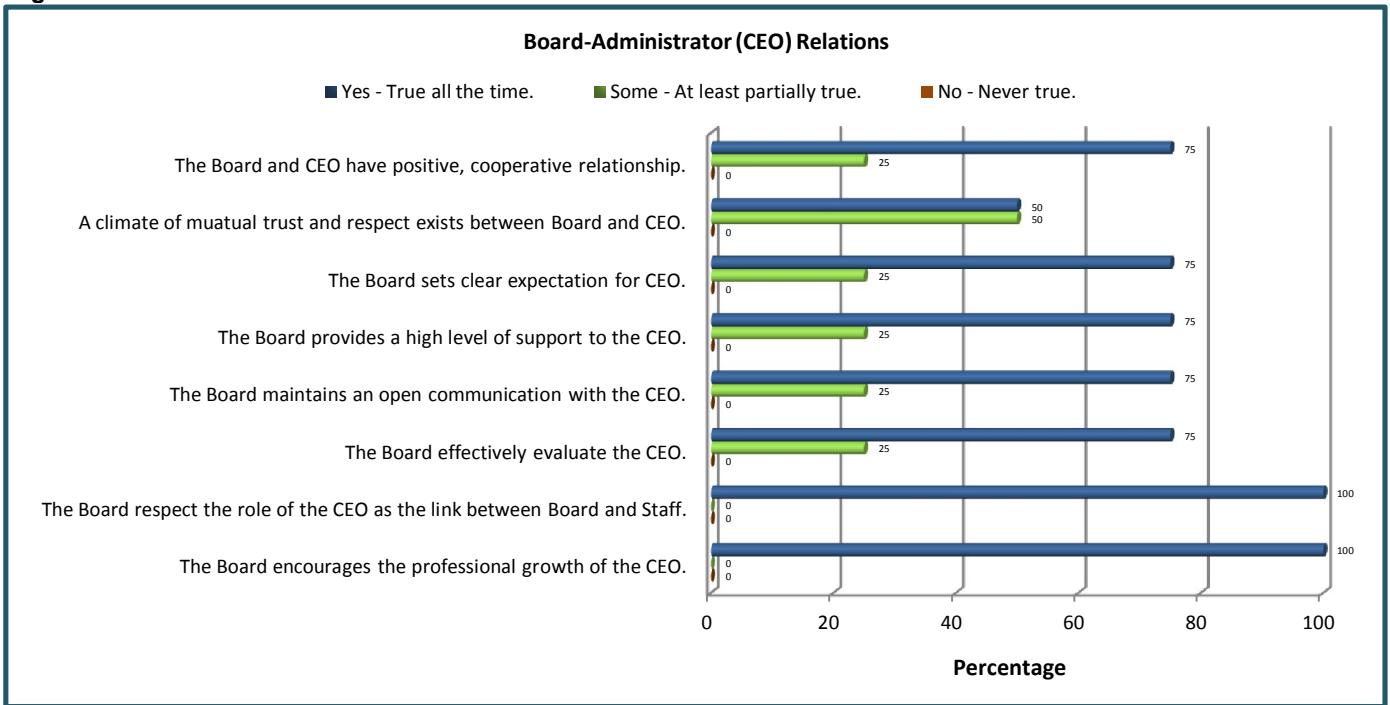


Figure 6. PCC Annual Board Evaluation.



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<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	25%	75%	1.25
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	75%	25%	1.75
g. Follow up on all problems and issues brought to his or her attention.	4	75%	25%	1.75
<u>II. Management Skills and Abilities.</u>				
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	75%	25%	1.75
g. Adequately follows through on set plans.	4	100%	0%	2.00
<u>III. Services to People Served</u>				
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	75%	25%	1.75

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Figure 1. PCC Presidents' Performance Evaluation.

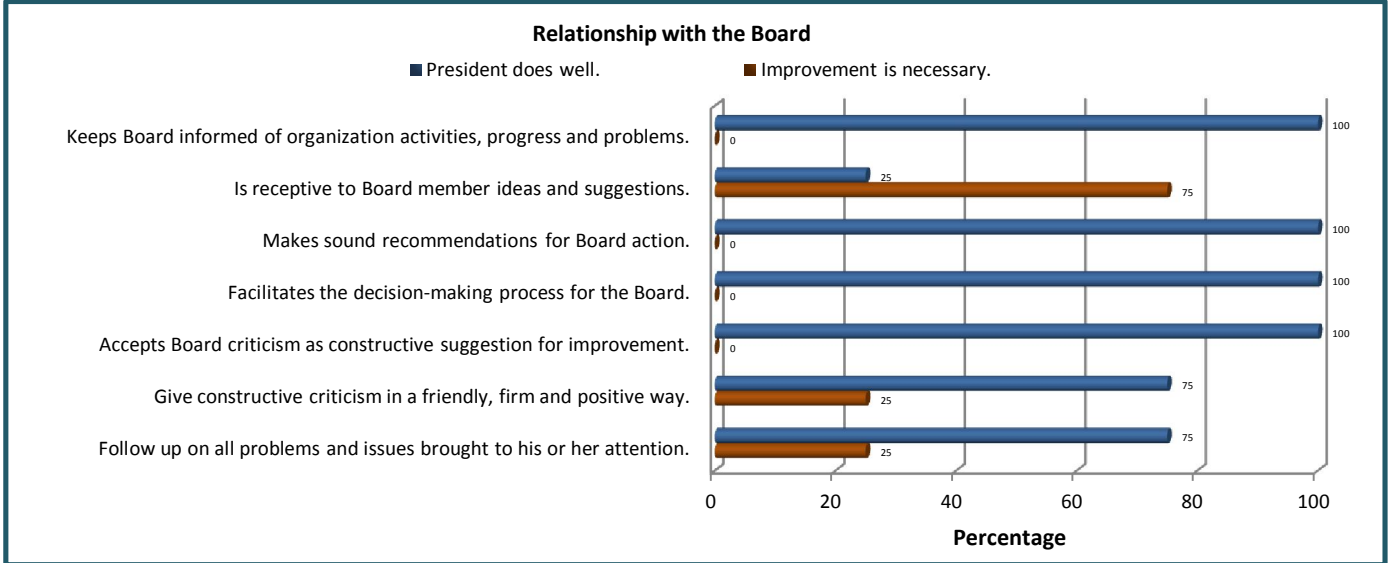
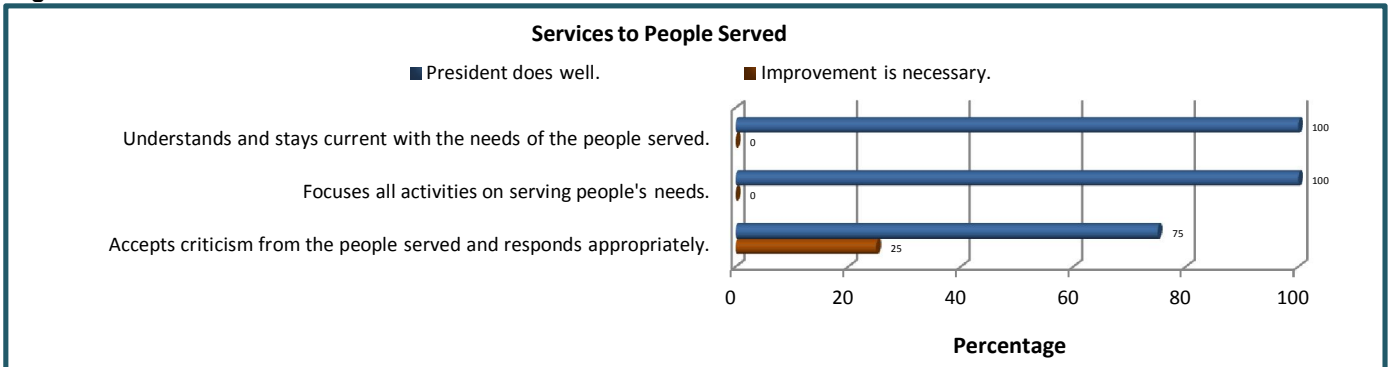


Figure 2. PCC Presidents' Performance Evaluation.



Figure 3. PCC Presidents' Performance Evaluation.



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I. This evaluation is for:

(N)	Myself	Colleague	Blank
4	1 (25%)	2 (50%)	1 (25%)
	Exceeds Expectations	Meets Expectations	Needs Improvement

II. Performance Level

	(N)	(3)	(2)	(1)	Item Mean
a. Prepares adequately for meetings.	4	25%	75%	0%	2.25
b. Participates in meetings.	4	25%	25%	50%	1.75
c. Works cooperatively with administrator.	4	25%	50%	25%	2.00
d. Is able to make unpopular decision when necessary.	4	25%	50%	25%	2.00
e. Supports majority decisions.	4	25%	50%	25%	2.00
f. Expresses willingness to make changes in the organization.	4	50%	50%	0%	2.50
g. Attends meetings regularly.	3	33%	67%	0%	2.33
h. Listens to all sides before making a decision.	4	25%	75%	0%	2.25
i. Respects those who differ in opinion.	4	25%	75%	0%	2.25
j. Accepts constructive criticism.	4	25%	50%	25%	2.00
k. Remains calm under pressure.	4	0%	75%	25%	1.75
l. Ask questions and expresses opinions to other Board members.	4	0%	75%	25%	1.75
m. Ask questions and expresses opinions to Administrators.	4	0%	75%	25%	1.75

Figure 1. PCC Professional Growth Plan for Board Members.

