

District Board Evaluation Spring 2020

Start of Block: Default Question Block

The following is an annual evaluation of the District Board of Western Technical College, to be completed by each Board Member. The review period is the 2019-2020 Fiscal Year.. Please complete the review based on your knowledge and experiences as a board member. Be sure to provide comments and examples to highlight strengths as well as identify areas for improvement.

As a reminder performance evaluations are subject to open records laws. Please do not discuss closed session topics in this review. If you have any questions please contact John Heath, Director HR at 608-785-9166 or heathj@westernnc.edu

The following is the rating scale and descriptions to help guide you: 5 = *significantly exceeds expectations*; 4 = *exceeds expectations*; 3 = *meets expectations*; 2 = *Meets some expectations*; 1 = *does not meet expectations*; 0 = *Not Observed*

I. Data Driven Decision Making

Q1 We work with the president to define the data necessary to make informed and educated decisions.

- 5 (5)
 - 4 (4)
 - 3 (3)
 - 2 (2)
 - 1 (1)
 - 0 (0)
-



Q2 We work with the president to assess and shape board goals, results, and measures. This is led by the board with support, partnership, and endorsement from the president and leadership team.

- 5 (5)
 - 4 (4)
 - 3 (3)
 - 2 (2)
 - 1 (1)
 - 0 (0)
-



Q3 Our board meetings are effective and efficient.

5 (5)

4 (4)

3 (3)

2 (2)

1 (1)

0 (0)

Q4 Comments Data Driven Decision Making:

II. Budgeting



Q5 We provide oversight of the College's financial and budgetary priorities, policies and practices to meet its legal and fiduciary responsibilities.

- 5 (5)
- 4 (4)
- 3 (3)
- 2 (2)
- 1 (1)
- 0 (0)



Q6 We are knowledgeable about the institution.

- 5 (5)
- 4 (4)
- 3 (3)
- 2 (2)
- 1 (1)
- 0 (0)



Q7 Comments Budgeting:

III. Policy

X→

Q8 We follow the communication flow for board-president-staff interactions.

- 5 (5)
- 4 (4)
- 3 (3)
- 2 (2)
- 1 (1)
- 0 (0)

X→

Q9 We follow an ongoing process to review and update board policies and procedures.

- 5 (5)
- 4 (4)
- 3 (3)
- 2 (2)
- 1 (1)
- 0 (0)

X→

Q10 We employ policies and procedures to engage our internal constituencies—including its governing board, administration, faculty, staff, and students—in the institution’s governance.

5 (5)

4 (4)

3 (3)

2 (2)

1 (1)

0 (0)



Q11 We evaluate the president annually against clear goals and with performance criteria that includes a formal evaluation tool.

5 (5)

4 (4)

3 (3)

2 (2)

1 (1)

0 (0)



Q12 Comments Policy:

IV. Culture



Q13 We embrace the college's mission, vision, values, practices, and culture.

- 5 (5)
- 4 (4)
- 3 (3)
- 2 (2)
- 1 (1)
- 0 (0)



Q14 We express opinions at the table with respect and clarity to everyone present at the table and all parties present at our meetings.

- 5 (5)
- 4 (4)
- 3 (3)
- 2 (2)
- 1 (1)
- 0 (0)



Q15 We honor our decisions outside of the board meetings (e.g., not undermining majority decisions with which some disagreed). In the end, we stand with one unified voice.

- 5 (5)
 - 4 (4)
 - 3 (3)
 - 2 (2)
 - 1 (1)
 - 0 (0)
-



Q16 We work with the president in a spirit of mutual respect, open communication, trust, and confidence.

- 5 (5)
 - 4 (4)
 - 3 (3)
 - 2 (2)
 - 1 (1)
 - 0 (0)
-



Q17 We are autonomous to make decisions in the best interest of Western and to assure its integrity.

5 (5)

4 (4)

3 (3)

2 (2)

1 (1)

0 (0)



Q18 I prepare for board meetings and subcommittee meetings by reading the board packet in advance of the noticed agenda meetings.

5 (5)

4 (4)

3 (3)

2 (2)

1 (1)

0 (0)



Q19 I read and respond to board communications in a timely manner.

5 (5)

4 (4)

3 (3)

2 (2)

1 (1)

0 (0)

Q20 Comments Culture:

V. Introspective look at the answers to these questions:

- What could I as a board member do to reflect and improve the outcomes for our board?
- What could we as a board do to reflect and improve the outcomes for our board?
- What are we as a board doing well?

Q17 Thank you for your feedback.

End of Block: Default Question Block
