

**2019-2020 Board Self-Evaluation**

**Q1. The Board is familiar with the Integrated Planning Manual, Strategic Plan and Educational Master Plan.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg
0.00%	0	0.00%	0	0.00%	0	83.33%
			5	16.67%	1	6
						1
					<b>Answered</b>	<b>6</b>
					<b>Skipped</b>	<b>0</b>

**Comments**

Yes, the BOT is familiar with the IPM. Sometimes we need to keep in mind that Long Term Planning (The Educational Master Plan that "flows" into the Facilities Master Plan) "feed" the Strategic Plan in two ways: Institutional Program Planning Review and Operational Plans, on occasion Trustees, suggest that we jump straight to Operational Plans, skipping Long Term Planning.

**Q2. The board fulfills its policy role; board policies are up-to-date and regularly reviewed.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg
0.00%	0	0.00%	0	0.00%	0	16.67%
			1	83.33%	5	6
						1
					<b>Answered</b>	<b>6</b>
					<b>Skipped</b>	<b>0</b>

**Comments**

Absolutely!

**Q3. The Board and the Superintendent/President have a positive, cooperative relationship.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	40.00%	2	60.00%	3	5	4.6
								2	
								<b>Answered</b>	<b>5</b>
								<b>Skipped</b>	<b>1</b>

**Comments**

The monthly evaluation of the Superintendent/President has helped build a positive and cooperative relationship. The supt/pres communicates frequently with the board; is easily accessible to board members; is responsive to concerns; is an effective communicator; good listener; focused.

**Q4. The board sets clear expectations for the superintendent/president relative to the job description and the superintendent/president's annual goals.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	50.00%	3	50.00%	3	6	4.5
								1	
								<b>Answered</b>	<b>6</b>
								<b>Skipped</b>	<b>0</b>

**Comments**

Seems like we do, but I would be curious to hear what the Supt/Pres. thinks?

**Q5. The board clearly delegates the administration of the college to the CEO.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg
0.00%	0	0.00%	0	0.00%	0	
			33.33%	2		
				66.67%	4	
					6	4.67
					2	
					<b>Answered</b>	<b>6</b>
					<b>Skipped</b>	<b>0</b>

**Comments**

As agreed upon to do so.

Yes, we do this each year in December but occasionally a Trustee will slip and give direction to staff directly.

**Q6. The Board is knowledgeable about the mission and purposes of the institution.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg
0.00%	0	0.00%	0	0.00%	0	
			40.00%	2		
				60.00%	3	
					5	4.6
					<b>Answered</b>	<b>5</b>
					<b>Skipped</b>	<b>1</b>

**Q7. The Board adequately discusses the future direction of the college.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg
0.00%	0	0.00%	0	0.00%	0	
			66.67%	4		
				33.33%	2	
					6	4.33
					3	
					<b>Answered</b>	<b>6</b>
					<b>Skipped</b>	<b>0</b>

**Comments**

Yes, in terms of 2 - 5 year expectations but it has been awhile since we have looked past five years.

The Board should spend more time looking at the needs of the community and our Mission.

Could discuss more of what is happening now that will ultimately affect the college. I think the board needs to be more informed on how the college is being run on the daily that will ultimately affect the college's outcome in 5 years.

**Q8. The board bases its decisions in terms of what is best for students, the community, and sustainability of the district.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	50.00%	3	50.00%	3	6	4.5
								1	
								<b>Answered</b>	<b>6</b>
								<b>Skipped</b>	<b>0</b>

**Comments**

Absolutely.

**Q9. The board operates and makes decisions as a single entity.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	50.00%	3	50.00%	3	6	4.5
								1	
								<b>Answered</b>	<b>6</b>
								<b>Skipped</b>	<b>0</b>

**Comments**

Agree, however there seems to be a split between members on where they stand. It might be beneficial for them to communicate and understand where each other stands on certain topics. Rather than blowing off what what member has to say. An example would be when one board member mentions their interest in a property and wanting to be involved, and then everyone else ignoring that member because they do not agree. I don't see that as a good business.

**Q10. Board meetings are conducted in an orderly, efficient manner that allows for sufficient discussion.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	50.00%	3	50.00%	3	6	4.5
								0	
								<b>Answered</b>	<b>6</b>
								<b>Skipped</b>	<b>0</b>

**Q11. Meeting agenda items contain sufficient background information and recommendations for the board.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg					
0.00%	0	0.00%	0	16.67%	1	16.67%	1	66.67%	4	6	4.5
								1			
								<b>Answered</b>	<b>6</b>		
								<b>Skipped</b>	<b>0</b>		

**Comments**

Multiple times board members needed to ask whether or not it was for information purposes or if they needed to vote. Perhaps changing the way the outline is structured for them to better understand if they need to prepare themselves to vote.

**Q12. The board has authorized policies to assure the academic quality, integrity, and effectiveness of educational programs, student services, and financial stability of the college.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg					
0.00%	0	0.00%	0	20.00%	1	0.00%	0	80.00%	4	5	4.6
										1	
								<b>Answered</b>	<b>5</b>		
								<b>Skipped</b>	<b>1</b>		

**Comments**

Last year there was a diversity and equity plan put in place and the board was not asked for a vote or a say but rather told by the administration what would be happening. Therefore they did not authorize or have any say.

**Q13. The board understands and supports the accreditation process.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	20.00%	1	80.00%	4	5	4.8
								0	
								<b>Answered</b>	<b>5</b>
								<b>Skipped</b>	<b>1</b>

**Q14. The board monitors performance related to its policies on employment processes.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	75.00%	3	25.00%	1	4	4.25
								1	
								<b>Answered</b>	<b>4</b>
								<b>Skipped</b>	<b>2</b>

**Comments**

Yes, we have asked for and received adequate reporting.  
 New employees are brought to the board for approval. Monitoring the performance of the processes based on policy hasn't been done regularly if at all to the Board.

**Q15. The board understands the District's budget and related financial documents.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	40.00%	2	60.00%	3	5	4.6
								1	
								<b>Answered</b>	<b>5</b>
								<b>Skipped</b>	<b>1</b>

**Comments**

Yes, and it is terrifying because the Governor doesn't understand how Community Colleges work.

**Q16. The board requires and understands the issues associated with long-range fiscal planning.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	60.00%	3	40.00%	2	5	4.4
								0	
								<b>Answered</b>	<b>5</b>
								<b>Skipped</b>	<b>1</b>

**Q17. The board has appropriate policies supporting the participation in decision-making within the institution.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	50.00%	2	50.00%	2	4	4.5
								3	
								<b>Answered</b>	<b>4</b>
								<b>Skipped</b>	<b>2</b>

**Comments**

Generally "agree" but the question is a bit unclear.

Yes, and it seems like the process has become more cooperative and inclusive for all groups.

I think, again already mentioned, that the board should be more informed in depth on what is actually happening on the campus when it comes to the direction in which all administration is eagerly headed to ensure it is aligned with the direction the constituents would like to see.

**Q18. The Board is knowledgeable about community and regional needs and expectations.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	40.00%	2	60.00%	3	5	4.6
								1	
								<b>Answered</b>	<b>5</b>
								<b>Skipped</b>	<b>1</b>

**Comments**

Not entirely true and more discussion is needed





**Q22. The board bases its decisions upon all available facts in each situation.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	80.00%	4	20.00%	1	5	4.2
								2	
								<b>Answered</b>	<b>5</b>
								<b>Skipped</b>	<b>1</b>

**Comments**

Generally speaking, yes.

Yes, and it is very helpful when we have all of the information ahead of time, if we don't we are reluctant to proceed.

**Q23. The board defined and attained its goals for 2019-2020.**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg			
0.00%	0	0.00%	0	100.00%	4	0.00%	0	4	4
								2	
								<b>Answered</b>	<b>4</b>
								<b>Skipped</b>	<b>2</b>

**Comments**

Progress was made on all goals, but not all goals were completed.

For the most part, I think we each understand our communities, but we need to do more work building relationships with community members and organizations, not just at District Dialogs. We need a broader range of feedback. This is hard, we need to brainstorm ways to find a beneficial connection with state legislators, one that is positive for them and the college.

The majority of the goals have been met. However, the Board did not evaluate the use of district assets as much as necessary. The Board began a development vision for south county but it doesn't seem like it has been proceeding as much as it should have.

**Q24. The Board's goals have proven effective**

Not Observed	Strongly Disagree	Disagree	Agree	Strongly Agree	Total	Wt Avg
0.00%	0	0.00%	0	0.00%	4	4
			100.00%	4	0	
					<b>Answered</b>	<b>4</b>
					<b>Skipped</b>	<b>2</b>

**Q25. Identify any new or ongoing goals/initiatives that the board should adopt for 2020-2021**

**Answered** 5  
**Skipped** 1

**Responses**

Management of COVID impacts going forward

Talking Points on how Community Colleges are funded so that we can spread the word to everyone we know.

Review on line education quality/continue with south county development of facilities

1. Review the district equity plan.

2. Relative to the SLOCCCD, understand the implementation of the DEI Plan (Chancellor's Office); support the fundraising efforts of the district.

Effective communication on relevant topics and in depth conversations on solutions to any observed problems.

Develop a vision/plan for South County that is sustainable and will be an asset to the community. Evaluate and formulate a plan for the use of the 75 acres, North County "bow tie" and "kiessig" properties.

**Q26. Identify any area(s) that requires improvement or additional focus/attention.**

**Answered 5**

**Skipped 1**

**Responses**

Fiscal impacts

Creative, ongoing funding of the College.

develop best use of District surplus property

focus on diversity, equity, inclusion

Alignment of county purpose, city, and district. Maybe not such a quiet table when it comes to issues like administration thinking SLO should be as diverse as Los Angeles. Weighing in on potential issues and threats rather than saying everything is always great.

Recruiting students from North County communities to attend the NCC.

**Q27. Stipulate (an) appropriate action step(s) that would provide improvement or facilitate emphasis on activities associated with your statement in item b. of this section.**

**Answered 2**

**Skipped 4**

**Responses**

????

Sitting down and not being afraid to identify current problems and communicate until a solution that is fitting is found. Often I saw that issues were never really addressed in depth in the public meetings. They were kept on the surface. This can be in the interest of time, however it is important that all agendas are considered, and that the constituents see the work of their votes. If that makes sense.

Recruiting students - going to 6th-12th grade classes to introduce the students to Cuesta College and what it has to offer.